

Aēsop.

Aesop 2025 Slavery and Human Trafficking Statement

For Financial Year 2025 (1 January 2025 – 31 December 2025)

Contents

1. Introduction 6
2. Aesop Organisational Structure and Supply Chains 7
3. Modern Slavery Risks 10
4. Policies 14
5. Due Diligence Processes 18
6. Effectiveness and Reporting 19
7. Appendix 20



1. Introduction

The “Aesop” brand was established in Melbourne, Australia in 1987. Our objective has always been to formulate products of the finest quality. We explore widely to source plant-based and laboratory-made ingredients, using only those with a history of safety, efficacy and pleasure.

We aim to provide and receive nourishment through our products, stores, people, and conversations. We are committed to the journey of minimising negative impact from our business and to making positive contributions to communities and the world around us.

As part of Aesop’s Sourcing Programme, we continue to focus on identifying and mitigating modern slavery risk across our supply chain. Our executive team, led by our Brand President, Garance Delaye, is committed to ensuring our practices support an end to modern slavery.

This 2025 Slavery and Human Trafficking Slavery Statement has been prepared pursuant to s54(1) of the Modern Slavery Act 2015 (UK) by Aesop UK Ltd (Aesop UK) and has been reviewed and approved by the board of directors. It outlines the actions undertaken in the calendar year ending 31 December 2025 to identify, understand and minimise modern slavery risks in our global operations and supply chain. It also outlines key areas for future focus.

2. Aesop Structure, Operations and Supply Chain

Structure and Operations

Aesop UK produces a range of products across skin, body and hair care, as well as fragrance and home accessories. Our products are available on the Aesop website, at Aesop signature stores in many major cities, department store counters, and in shared spaces (both in physical stores and online) around the world.

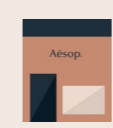
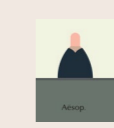

Ingredients, packaging and other goods and services are sourced from reputable suppliers across the globe. Our global Supply Chain supports the manufacture and sale of our products by the relevant entities in the L’Oreal Groupe across the globe. The “Aesop” brand was acquired by the L’Oreal Groupe on 30th August 2023.

Globally, our own operations comprise the following:



Global head office located in London, United Kingdom. Global research, development and operations teams located in Melbourne, Australia. Regional offices in Australia, Japan, Korea, Hong Kong, the United States of America, Canada, Singapore and France. These offices support our online and retail operations through several Product and Store Design, Marketing, Finance, Supply Chain, Research and Development, Sustainability, Digital and IT teams.

Aesop’s global retail network comprises (at year end 2025):

 <p>346 Signature stores¹</p>	 <p>75 Concession department counters²</p>	 <p>54 Wholesale department counters 10 Wholesale Distributor Counters³</p>
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Aesop Supply Chains

A range of products and services are sourced from around the world. Most of our strategic suppliers and finished goods manufacturers are in Australia however the raw materials and components and packaging that go into our products are sourced from around the world.

Key Aesop supply chains include the following major categories:

Production Suppliers are suppliers who provide a good or service that is directly involved with or included in our products. For example, the providers of our essential oils are considered Production Suppliers.

Non-Production Suppliers are suppliers who are not suppliers within the product supply chain but who contribute to our business through other means, such as the provision of warehousing, logistics, cleaning, or consulting services.



Aesop Seven Rooms, Japan

Aesop supply chains include the following major categories:

Production Suppliers⁴	Managed by Global Supply Chain team	Manufacturing	Suppliers that manufacture and assemble Aesop products
		Components and Packaging	Manufacturers and/or distributors of packaging and components for Aesop products
		Raw Materials	Manufacturers and/or distributors of raw material ingredients used by our third-party manufacturers to make Aesop product formulas
		Non-Sale Retail Items	Back of house and point of sale items
Non-Production Suppliers⁵	Managed by Global and Regional Supply Chain teams	Warehouse and Logistics	Suppliers that coordinate the storage and distribution of Aesop products prior to customer delivery
	Decentralised and managed by appropriate teams across L'Oreal and Aesop Markets	Other Non-Production Suppliers	Goods and services that support head office and regional teams. Includes: software, cleaning, consulting, audit and legal services.

3. Modern Slavery Risk Identification

Aesop UK recognises that its operations and supply chain are exposed to risks of modern slavery, which may include human trafficking, forced labour, debt bondage, deceptive recruitment, and child labour. L’Oreal have developed an ethical sourcing programme to help assess the extent that we may cause, contribute to, or be directly linked to modern slavery through our operations or supply chain as those terms are defined by the [UN Guiding Principles on Business and Human Rights](#).

Cause: the risk that Aesop’s own operations and/or actions may directly **cause** modern slavery.

Contribute to: the risk that Aesop’s operations and/or actions in our supply chains may **contribute to** modern slavery.

Directly linked: the risk that Aesop operations, products or services may be connected to modern slavery through the activities of another entity in our supply chain.

For our internal operations, our L’Oreal Global Human Resources Team and Health and Safety team members manage a robust set of resources, training, policies, and procedures as well as grievance channels to significantly reduce the risk of modern slavery practices being “caused” directly in our own workforce.

Aesop UK is aware that despite the implementation of L’Oreal’s ethical sourcing programme, there are inevitably still risks of contributing, or being directly linked, to modern slavery practices through our broader supply chain operations, particularly in relation to high-risk commodities, industry sectors and geographic locations. Aesop UK has assessed its most material modern slavery risks may occur in the higher-risk sectors of product manufacturing, warehousing, logistics and cleaning services as well as in high-risk raw materials including essential oils, palm oil, soy, paper/board, cotton and ethanol.

We are continually seeking to improve its visibility of the origins of raw materials that are purchased by manufacturers or distributors, including taking steps to increase traceability through our supply chain for our highest risk raw materials to enhance both environmental and social outcomes, including modern slavery due diligence and risk mitigation.

Aesop supply chains include the following major categories:

Product Contract Manufacturing	Australia, France, Japan, United Kingdom, Germany
Warehousing & Logistics	Australia, New Zealand, China, Hong Kong, Korea, Japan, Singapore, Taiwan, United States of America, Canada, The Netherlands, United Kingdom
Store locations and Cleaning Services	Australia, New Zealand, China, Hong Kong, Korea, Japan, Macau, Malaysia, Singapore, Taiwan, United States of America, Canada, Austria, Belgium, Denmark, France, Germany, Italy, The Netherlands, Norway, Spain, Sweden, Switzerland, United Kingdom
Raw materials	China, Japan, Thailand, Singapore, Malaysia, South Korea, Indonesia, India, Australia, Netherlands, UK, Germany, Turkey, France, Italy, Spain, Switzerland, Israel, Pakistan, Brazil, Mexico, USA
Packaging	Australia, Austria, China, Mexico, France, Germany, Poland, Netherlands, Taiwan, United Kingdom



4. Policies

Aesop UK applies the L’Oreal Sustainable Sourcing Programmes which is central to addressing how modern slavery risks are assessed, managed and mitigated amongst our Production Suppliers in our global supply chain. The overarching aim of the ethical sourcing programme is to ensure that our suppliers have safe working conditions and environmentally responsible processes, ensuring all workers are treated with dignity, with human rights held paramount throughout their (and our) supply chain.



Company Commitments

The Aesop Group was acquired by the L’Oreal Groupe in August 2023, and Aesop has since adopted the L’Oreal Groupe’s policies which, among other aims, seek to mitigate global supply chain risks.

L’Oreal 4 The Future

[L’Oreal for the Future](#) is the L’Oreal Groupe sustainability program that is based on four key ambitions:

1. Steward the Climate Transition
2. Safeguard Nature
3. Drive Circularity
4. Support Communities

Each of these goals is supported by environmental and social commitments to which all L’Oreal Groupe brands are committed. Goals 2 and 4 include the following objectives focused on human rights and just transitions for our supply chain:

Safeguard Nature

- Sustainably source at least 90% of biobased materials used in formulas and packaging
- Source over 75% of ingredients from nature or from recycled materials in formulas

Support Communities

- Have 100% of our strategic suppliers sign a living wage pledge with a time-bound action plan
- Support 10 million people through our brands’ social engagement programs

L’Oreal Groupe Human Rights Policy

L’Oreal Groupe, including Aesop UK, prohibits all forms of Modern Slavery

The prohibitions of Modern Slavery are incorporated into the L’Oreal Groupe [Human Rights Policy](#) (the Policy), L’Oreal Groupe Employee Human Rights Policy, in the [L’Oreal Group Vigilance Plan](#) and L’Oreal Responsible and Sustainable Sourcing Policy.

Both the L’Oreal Groupe and Aesop UK believe we can contribute to positive human rights impacts by playing a role as a responsible corporate citizen.

Supplier Ethical Commitments

L'Oréal Mutual Ethical Commitment Letter (MECL)

As part of the L'Oréal Groupe, we require suppliers to review, accept and sign the [L'Oréal Mutual Ethical Commitment Letter](#) (MECL) as a condition of doing business with the 'Aesop' brand. The MECL outlines L'Oréal's requirements and commitments for suppliers as a supporter of the UN Global Compact and in line with its global positions on ethics, corporate responsibility, human rights and compliance programs and policies. As our suppliers play a key role in the development of our activities, we require them to meet our standards in the areas of human rights, working conditions and environmental stewardship. The MECL is not only a commitment from suppliers to the L'Oréal Groupe to achieve these standards, but it is also a commitment from Aesop UK that we will work to meet those high standards. Furthermore, the MECL requires our signatory suppliers to take necessary measures to select and work with suppliers and subcontractors who also respect the ethical standards outlined in the MECL.

The MECL outlines processes and principles previously covered by the Aesop Code of Conduct and Ethical Sourcing Policy including respect of local laws and official requirements across human rights, employment practices, working conditions and business integrity. We note in, particular, the MECL prohibits forced, bonded and child labour and requires that suppliers do not retain employee passports and will not retain identity documents unless legally required. In addition, suppliers must bear the cost of employment eligibility fees, including recruitment fees, and any required work visas, for all employees, including migrant workers.

Suppliers must ensure that wages meet at least the minimum standard required by local law and compensate employees at overtime hourly rates greater than regular hourly rates when legally applicable, and provide them with legally mandated benefits, including holidays and leave, and severance when employment ends.

Under the MECL, suppliers must prohibit and take necessary measures to avoid any discrimination in hiring, remuneration, access to training, promotion, termination or retirement.

The MECL is integrated into the L'Oréal Groupe sourcing process and suppliers that present the most significant risks because of their type of activity or geographic location are audited on these topics by a third party.

Further detail on the risk categories for suppliers and applicable due diligence activities is outlined in the MECL, which is available publicly on the [L'Oréal Groupe website](#) and internally on the Aesop UK intranet.

Whistle-Blower and Grievance Mechanisms

L'Oréal Groupe SpeakUp Policy

Aesop UK has access to the L'Oréal Groupe Speak Up Channel, Policy and Process to enable our employees and all our stakeholders to report any concerns they may have. The [Speak Up Policy](#) enables employees and stakeholders to make a secure and efficient "Speak Up" (whistleblowing) report that provides all necessary confidentiality guarantees. These guarantees allow them to highlight any potential breaches of our ethical rules, as well as any threat or harm to public interest.

There may be instances where this L'Oréal Groupe policy differs from the applicable local law. In this case, it is agreed that the rules that best protect the reporter shall prevail and apply, whether they are stipulated in the local legislation or this policy. When applicable local laws provide broader safeguards than those provided by this policy, local law shall apply.

5. Due Diligence Processes

During 2025, Aesop fully operated under the L'Oréal Social Audit program, incorporating the MECL framework applied in accordance with the L'Oréal Group Vigilance Plan. This established framework ensures a unified, rigorous approach to monitoring labor standards and human rights across our supply chain.

In alignment with this integration, Aesop UK utilises the L'Oréal Groupe's robust social audit processes, through SEDEX, to maintain deep visibility of human rights risks in our supply chain. This comprehensive approach replaces legacy platforms with the L'Oréal Group's standardized, globally recognised evaluation systems, allowing us to actively manage, report, and act on labor standards, health and safety policies, environmental practices and business ethics.

Furthermore, our risk mitigation efforts extend proactively beyond our direct operations. In 2025, Aesop UK actively assessed modern slavery risks across our suppliers. Supported by L'Oréal, we have implemented targeted actions and ongoing monitoring to address identified risks.

Training

Our Global Human Resources and Health and Safety team members manage a robust set of training resources, both online and in person, that cover the health, safety and wellbeing of our own workforce.

All Aesop UK employees are required to complete the L'Oréal Groupe Ethics and Human Rights training which was rolled out to Aesop UK employees in the first quarter of 2024.

In 2025 Aesop UK continued its monthly meetings, implemented in 2023, with key ethical sourcing and procurement team members. The focus of these sessions was on integration with the L'Oréal Groupe and training the sourcing team on the MECL, social audit and referencing process.

6. Effectiveness and Reporting

Aesop tracked the following key performance indicators to assess the effectiveness of the actions we are taking to understand and minimise modern slavery risks in our operations and supply chain.

Alignment with MECL

It is vital that Aesop UK aims at engaging with suppliers who share our ethical standards regarding human and labour rights, working conditions, environmental standards and overall business integrity. We are committed to supporting suppliers in meeting our standards whilst having the courage, if necessary, to end relationships with those who are unwilling to meet them.

As part of the L'Oréal Groupe, these standards are outlined in the MECL. All of our suppliers are required to sign the MECL.

Third-Party Supplier Audits


Under the L'Oréal Groupe auditing system, selected suppliers must complete a Sedex social audit or apply to have an equivalent audit (BSCI, SMETA or SA8000) recognised under the L'Oréal Equivalence System before they can commence business with the L'Oréal Groupe.

This system places significant emphasis on continuous improvement and suppliers rectifying non-compliance audit findings through corrective action plan processes. Depending on the supplier's performance, they may be required to complete a follow up audit before being approved for 3 years (or 12 months if major non-compliances have been identified and requires a short term action plan).

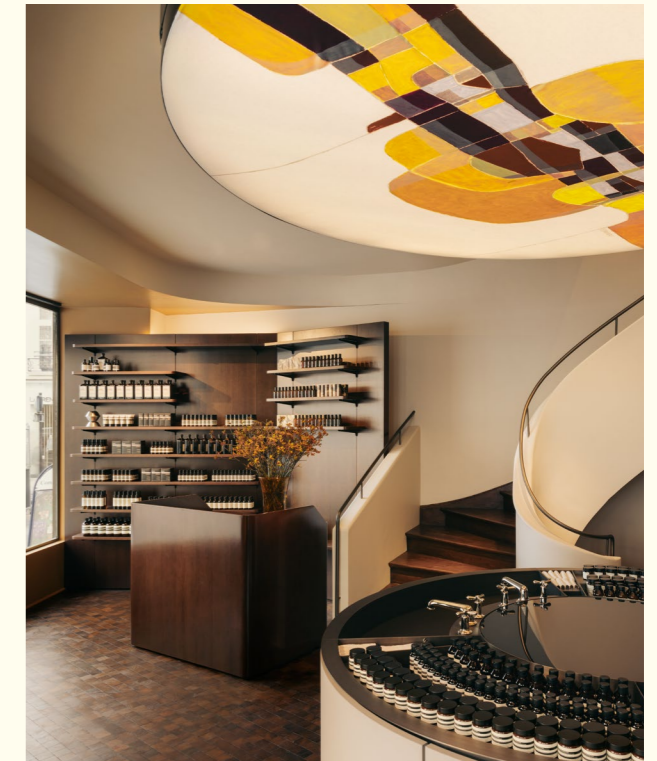
Suppliers are subject to social audits based on the product/service they provide and the location of their operations. The locations within scope have been identified based on the definition of the MECL high risk countries

Monitoring and Reporting

In 2025, Aesop Direct Sourcing completed the transition to the L'Oréal Groupe referencing process including changes to process, systems and ways of working. During 2025 Aesop engaged with suppliers to require compliance with this L'Oréal Groupe process, and monitoring of this compliance was tracked and reported within Aesop UK .



Thierry Cheval,
Aesop Director



Aesop Rue de Sèvres, France

7. Appendix

Mandatory Criteria	Relevant section in statement
Identify the reporting entity	Introduction
Describe the organisation's structure, its business and its supply chains	Aesop Organisational Structure and Supply Chains
Describe the parts of its business and supply chains where there is a risk of modern slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk	Modern Slavery Risk Identification
Describe the organisation's policies in relation to slavery and human trafficking	Policies
Describe the organisation's due diligence processes in relation to slavery and human trafficking in its business and supply chains.	Due Diligence Processes
Describe the training and capacity building about slavery and human trafficking available to its staff	Due Diligence Processes
Key performance indicators to measure effectiveness of steps being taken – describe the effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate	Effectiveness and Reporting

