

Human Rights Principles

The Body Shop is committed to being an ethical retailer, which works actively to address human rights issues in our own operations, our trading relationship and as well as the communities and societies in which we operate. As a global business, we respect local, cultural and political differences, but will always insist that our business activities adhere to basic human rights, as enshrined in the Universal Declaration for Human Rights. We will assess all our business activities to determine where we have direct or indirect impacts, ensure compliance with human rights legislation and strive to have a positive impact on our stakeholders and on society at large. We will use objectively measurable standards that reflect internationally recognised human rights standards and conventions.

Our Commitments:

- ♦ **Integrating human rights standards** in our business practices
- ♦ **Sharing best practice and developing collaborative solutions** with other leading companies
- ♦ **Campaigning on human rights issues** affecting our stakeholders

We will ensure adherence to, and awareness of, these principles by:

- ♦ Benchmarking our employee policies to ensure that we provide good working conditions which comply with International Human Rights Standards
- ♦ Continuously reviewing our strategic initiatives, such as product development or new markets, to address human rights implications
- ♦ Require that all businesses operating under The Body Shop® name adhere to all relevant international Human Rights Standards in areas such as working conditions, appropriate use of security staff and protection of privacy
- ♦ All approved suppliers must demonstrate compliance with the Ethical Trading Initiative Base Code
- ♦ Engaging with stakeholders to identify opportunities to promote human rights in areas relevant to our business activities
- ♦ Monitoring our impacts and reporting on our performance to ensure continuous improvement

These principles apply to all business units owned by The Body Shop, The Body Shop at Home™ consultants and franchisees

Examples of our principles in action:

- ♦ We rate each of our direct product suppliers to ensure that high-risk factories are independently audited and assisted in improving standards
- ♦ We have worked with the UN to create awareness of violence against children
- ♦ We have actively engaged with plantations to ensure that standards for sustainable palm oil integrate basic labour standards and protection of women
- ♦ We map out human rights implications for all new markets