



GBB VALUES STATEMENT

"Big enough to matter, small enough to care"

Give Back Beauty (GBB) is a privately-owned beauty group. Through global partnerships, licensing or distribution agreements, GBB engages with brands and talents to bring their beauty products to consumers worldwide.

At Give Back Beauty, we are committed to upholding the highest standards of **ethics, legality and compliance**, respect of **human rights** and **quality** in all aspects of our business operations. Our dedication to these principles is fundamental to our mission of providing high-quality beauty products and services that enhance the well-being and confidence of our customers. This statement outlines our mission to build winning brands while giving back to people and to the planet.

1. Ethical Principles

We believe that ethical conduct is the foundation of a successful and sustainable business. Our ethical principles guide our decision-making processes and interactions with stakeholders, including customers, employees, suppliers, and the broader community. These principles include:

- **Integrity:** We conduct our business with authenticity, honesty and transparency, ensuring that our actions align with our values and commitments and speaking up for what is right and making ethical decisions, even when challenges arise.
- **Respect:** We treat all individuals - colleagues, clients, partners, and customers - with dignity and respect, fostering an inclusive and supportive environment.
- **Responsibility:** We take responsibility for our actions and their impact on society and the environment, striving to make positive contributions.
- **Fairness:** We engage in fair and equitable practices in our business relationships, avoiding conflicts of interest and ensuring that our dealings are just and impartial (hereinafter, jointly, "Ethical Principles").

2. Legal Compliance

Compliance with all applicable laws and regulations is a fundamental aspect of our operations. We are committed to:

- **Adhering to Legal Standards:** We comply with all local, national, and international laws and regulations relevant to our industry, including those related to product safety, labour practices, environmental protection, and consumer rights. In an ever-improving perspective, our goal is to also obtain certifications of adherence to ISO standards.
- **Anti-Corruption and Anti-Money Laundering Measures:** We have zero tolerance for any and all forms of bribery, corruption, extortion and embezzlement and we ensure that our activities are not used to launder money from criminal activities. Our policies on



environmental, social and corporate governance ensure that our employees and partners understand and adhere to ethical business practices and our Ethical Principles.

- **Data Protection:** We respect the privacy of our customers and employees, implementing robust data protection measures to safeguard personal information in accordance with relevant data protection laws and international requirements.

3. Compliance Programs

To ensure adherence to our ethical and legal standards, we have established comprehensive compliance programs that include:

- **Training and Education:** We provide training and education to our employees, at each level of the organization, on our Ethical Principles, ethical conduct, legal requirements, and compliance procedures.
- **Monitoring and Auditing:** We regularly monitor our operations to identify and address any potential compliance issues and to ensure conformity with legal, policy and contractual requirements.
- **Reporting Mechanisms:** We maintain clear and accessible reporting mechanisms for employees and stakeholders to raise concerns or report violations of our ethical and legal standards without fear of retaliation.
- **Continuous Improvement:** We continuously review and improve our compliance programs to adapt to changing legal landscapes and emerging best practices.

4. Human Rights Commitment

We are dedicated to promoting and protecting human rights throughout our operations and supply chain. Our commitment to human rights includes:

- **Labour Rights:** We uphold the rights of workers, ensuring fair wages, health and safe working conditions, and the freedom to associate and bargain collectively. We do not tolerate any form of forced labour, child labour, or discrimination, also according to the Universal Declaration of Human Rights and the International Labor Organization's (ILO).
- **Diversity and Inclusion:** We celebrate diversity and strive to create an inclusive workplace where all individuals feel valued and respected, regardless of their race, gender, age, religion, sexual orientation, or any other characteristic.

5. Quality and Environmental Standards

At Give Back Beauty, we are dedicated to maintaining the highest quality standards and protecting the environment:

- **Quality Assurance:** We ensure that our products and services meet rigorous quality standards through testing and improvement processes. Our commitment to quality guarantees that our customers receive safe, effective, and reliable beauty products.



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- **Sustainable Sourcing:** We prioritise sourcing ingredients and materials from suppliers who adhere to ethical and sustainable practices, minimizing the use of ingredient or product derived from animals. Specifically, we prefer to collaborate with vendors that are aligned with the highest international standards.
- **Environmental Impact:** We actively work, also through the adoption of environmental and recycling policies, to minimise our environmental impact by reducing waste, conserving resources, and promoting eco-friendly practices throughout our supply chain, also according to the United Nations conventions on the environment and human health. We are committed to reducing our environmental footprint and promoting sustainable practices that protect the planet for future generations, such as reduction of greenhouse gas emissions in the value chain and recycle as much as possible.

Conclusion

At Give Back Beauty, our commitment to ethics, legality and compliance, respect of human rights, quality, and environmental sustainability is unwavering. We believe that by upholding these principles, we can build a trusted and respected brand that not only delivers exceptional beauty products but also contributes to a better world. We invite our stakeholders to join us in this journey, holding us accountable and supporting our efforts to create a positive impact.