



Forced Labor & Child Labor Report

Background

MODERN SLAVERY STATEMENT

This report is produced by Nature's Sunshine Products Inc. (NSP) for the 2024 fiscal year and sets out the steps taken to prevent and mitigate the risk that forced or child labor is used at any step of its operations and supply chains. It also demonstrates how NSP works to strengthen its controls in order to reduce and mitigate these risks.

In today's modern global economy, issues of forced labor and child exploitation persist despite widespread awareness and efforts to combat them. These practices often occur within complex supply chains, where products pass through numerous hands before reaching consumers.

With the demand for natural health products on the rise, NSP has not only become increasingly aware of the importance of ensuring ethical labor practices throughout their supply chains, but the company is firmly committed to mitigating these harmful risks.

NSP recognizes the seriousness of these issues and acknowledges its responsibility to address any problems that might arise. As a company committed to promoting health and wellness, NSP understands that the integrity of its products extends beyond their nutritional benefits to the conditions under which they are produced.

This report constitutes the first of its kind prepared by Nature's Sunshine under the new *Fighting Against Forced Labor and Child Labor in Supply Chains Act* (the "Act") or Bill S - 211.

COMPANY STRUCTURE

NSP was founded in 1972. The company is based in Utah, with headquarters in Lehi, UT and its principal manufacturing facility in Spanish Fork, UT. The company is publicly traded and is listed on the NASDAQ under the symbol NATR.

NSP is a health and wellness company specializing in botanical supplements. It does business in over 40 countries worldwide under four business units: North America, Asia Pacific, Europe, and Latin America.

SUPPLY CHAINS

The company produces several hundred SKUs in multiple forms: liquids, capsules, tablets, stick packs, and bulk powders. These SKUs are made primarily from natural ingredients such as botanical powders, botanical extracts, vitamins, minerals, protein powders, and other types of nutraceuticals.

The company sources globally wherever these botanicals are grown. Many of the botanical ingredients grow wild, and others are cultivated. After the point of harvest, they are processed into herb or extract powders at a secondary location. The other ingredient types (i.e. vitamins, minerals, etc.) use various starting materials (e.g. fruits, vegetables, protein sources, etc.) and various manufacturing processes (e.g. fermentations, extractions, etc.). NSP typically purchases its ingredients from third-party suppliers who either produce the material or work directly with the producers of it.

Our Policies and Due Diligence Processes

A CODE OF CONDUCT

Our Corporate Code of Conduct applies to all employees, officers and directors of NSP. It is the foundation of Nature's Sunshine's compliance program, which depends on the commitment and dedication of each employee to the Company's core principles of quality, service and integrity. Nature's Sunshine has zero tolerance for any form of abuse to workers or human rights violations and is committed to maintaining a safe and healthy workforce for all. It is expected for our distributors, suppliers, agents, business partners, consultants, and licensees to follow similar principles of conducting business ethically.

EQUAL EMPLOYMENT OPPORTUNITY POLICY

Our Equal Employment Opportunity Policy works to provide guidelines and goals to help us maintain a highly productive and diverse workforce. The policy works to provide equal opportunity in employment policies and practices, including recruiting, hiring, compensation, benefits, training, promotions, and other terms and conditions of employment. No person is to be discriminated against because of race, religion, color, sex, gender, orientation, age, national origin, marital status, or disability. Furthermore, it is also company policy not only to avoid discrimination but also to proactively pursue goals and actions that create a diverse and efficient workforce.

AMERICANS WITH DISABILITIES ACT POLICY

Our Americans with Disabilities Act Policy works to provide guidelines for management in complying with the Americans with Disabilities Act of 1990 and the ADA Amendments Act of 2008. Specifically, NSP forbids any discrimination against qualified individuals with disabilities regarding application procedure, hiring, advancement, discharge, compensation, benefits, performance reviews, training, access to facilities, or other terms, conditions and privileges of employment. NSP is committed to providing reasonable accommodation to the known physical or mental limitations of qualified individuals with disabilities, enabling them to perform the essential functions of their jobs.

MINIMUM AGE EMPLOYMENT POLICY

Our Minimum Age Employment Policy works to protect the educational opportunities of minors and prohibit their employment in jobs and under conditions detrimental to their health, safety or well-being. This policy complies with the Child Labor Provisions of the Fair Labor Standards Act and with state law, which restricts the hours and nature of work for individuals under the age of 18.

Assessed Risk in our Business and Supply Chains

SUPPLY CHAIN MAPPING

Nature's Sunshine regularly maps our supply chain to ensure visibility and accountability across all tiers of suppliers. We require all suppliers to acknowledge and comply with our Supplier Code of Conduct (which includes standards for human rights, environmental stewardship, and ethical conduct) as a condition of doing business with us. Compliance is monitored through ongoing assessments and risk-based reviews.

Actions Taken by Nature's Sunshine

EMPLOYEE TRAINING

NSP provides training to all our workers with respect to compliance with our Corporate Code of Conduct and safety standards. Furthermore, NSP requires annual employee training on the Navex system, which contains code of conduct training, and specific training on working with third parties, including the responsibility associated with that. This training incorporates important information involving the mitigation of forced and child labor throughout our supply chains. Moreover, training on Anti-Bribery &

Corruption, Cyber Security, and Workplace Harassment are included in the program along with training on the Code of Conduct.

DUE DILIGENCE

Nature's Sunshine has been in business for over 50 years. During this time, we have built many close partnerships with our suppliers: several relationships are decades old. We share our Supplier Code of Conduct specifically prohibiting forced labor and child labor – with all our suppliers with the expectation that they comply fully. Our key suppliers have similar codes of conduct to which they hold farmers and processors accountable.

In addition, as part of our supplier qualification process, we frequently make onsite visits. Over the years, we have visited most of our key suppliers/manufacturers. These audits have taken us all across the globe. It is important to us to see firsthand how our ingredients are produced and by whom. In 2024, Nature's Sunshine conducted supplier reviews to ensure compliance with our Supplier Code of Conduct, which includes requirements related to labor practices, prohibition of child labor (ILO 182), environmental responsibility, and anti-corruption. All new suppliers were reviewed and agreed to follow the Code as part of our onboarding process. Strategic suppliers were reviewed on an annual basis, and other suppliers were evaluated periodically based on the frequency and criticality of the business relationship.

Remediation Measures

To date, NSP has received no reports of, and identified no incidents related to, forced labor or child labor in our operations or supply chain, and as such no remediation measures have been required.

Assessment of Effectiveness

All NSP employees are trained on our Corporate Code of Conduct each year. All suppliers receive a copy of our Supplier Code of Conduct. Many of our suppliers are conducting audits of our upstream farms and processors to ensure compliance with labor laws. In addition, we have done many informal compliance audits of our suppliers. Moving forward, we will formalize these audits for more robust record keeping.