

## I. Human Rights

At Herbalife Nutrition, our first and most important value is to always do what is right. Our values are rooted in respect for the human rights of everyone we work with. We respect and acknowledge internationally recognized human rights principles. Within the company, we are committed to treating people with dignity and respect, as well as providing and supporting all human rights, including labor rights.

Herbalife Nutrition's Human Rights Policy conforms to:

- [The United Nations Guiding Principles on Business and Human Rights](#)
- [The United Nations Universal Declaration of Human Rights](#)
- [The International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work](#)
- [OECD Guidelines for Multinational Enterprises](#)

In 2020, Herbalife Nutrition became a signatory of the United Nations Global Compact (UNGC) and is guided by the UNGC's 10 principles regarding human rights, labor, the environment and anti-corruption. We also embrace the [United Nations Women's Empowerment Principles](#).

Our [Corporate Code of Business Conduct and Ethics](#) also guides all our employees in our daily work and requires that we be responsive to the concerns of the communities in which we operate and exercise the highest degree of honesty and integrity in our dealings with others.

## II. Governance

Herbalife Nutrition's Human Rights Policy, which is overseen by our Board of Directors.

## III. Human Rights Policy

### A. Freedom of Association and the Right to Collective Bargaining

Herbalife Nutrition recognizes employees' rights to freedom of association and collective bargaining. We respect employees' rights to join, form or not to join a labor union without fear of harassment and reprisal. When collective negotiations take place, we are committed to establishing a constructive dialogue with the employees' lawful representatives.

### B. Forced Labor and Human Trafficking

Herbalife Nutrition prohibits the use of all forms of forced or compulsory labor, including prison labor, indentured labor, bonded labor, military labor, and slave labor in our operations, and does not engage in any form of human trafficking. The company forbids harsh or inhumane treatment, including corporal punishment or the threat of corporate punishment.

### C. Child Labor

Herbalife Nutrition prohibits employment of anyone under the local legal age requirement.

#### **D. Harassment Prohibition**

As an equal opportunity employer, Herbalife Nutrition is committed to providing a work environment free of harassment, discrimination, and retaliation based on race, religion, color, sex (including pregnancy, childbirth, breastfeeding or related medical conditions), sex stereotype, gender, gender identity, gender expression, national origin, sexual orientation, citizenship, ancestry, age, marital status, military or veteran status, physical or mental disability, or any other basis protected by applicable federal, state or local law or ordinance or regulation (collectively, “protected characteristics”). Herbalife Nutrition also prohibits harassment, discrimination, and retaliation based on the perception that someone has any of the protected characteristics or is associated with a person who has or is perceived as having any of the protected characteristics.

#### **E. Work Hours, Wages and Benefits**

Herbalife Nutrition is committed to fair pay for all. We offer our employees wages and benefit packages that are comparable for our industry, and in line with respective local labor markets and laws. We ensure employees have work hours that are compliant with all applicable legal regulations. In addition, we strive to provide our employees with opportunities to broaden their skills through training and professional development programs.

#### **F. Safe and Healthy Workplace**

Herbalife Nutrition is committed to providing a safe, clean and healthy workplace in compliance with all applicable-legally mandated local standards and regulations. We are committed to providing appropriate access to safe water, sanitation and hygiene to all our employees. We believe the workplace can be happier, healthier, and more productive by minimizing the risk of accidents, injuries and exposure to health risks. We are committed to engaging with our employees to continually improve health and safety in our workplace, including helping employees better identify and remedy potential health and safety issues.

#### **G. Workplace Security**

Herbalife Nutrition is committed to maintaining a workplace that is free from violence, intimidation, and other unsafe or disruptive conditions. The safety of our employees is of the utmost importance, and security safeguards for employees are regularly assessed and provided as needed. We have security arrangements, infrastructure and assets to protect our employees and property in all our office and facilities.

#### **H. Guidance and Reporting for Employees**

The Company encourages all individuals to immediately report any concerns or suspected violation of this Policy, our values, Corporate Code of Business Conduct, global or local policies or the law. Employees may bring their complaint to their supervisor, any other supervisor at the Company, the Chief Compliance Officer, or a Human Resources Business Partner. We also offer several additional ways for our employees, as well as contractors, distributors, customers, vendors, or members of the general public to report concerns or suspected violations. Reports may be anonymous, except where restricted by local law. The Company prohibits and will not tolerate retaliation against any employee for making a good faith complaint or for participating in an investigation of such a complaint.

- Phone: toll-free phone 1-800-461-9330 (U.S. only) For international numbers visit <http://IntegrityLine.Herbalife.com>. This toll-free hotline is operated by an independent third-party and is available 24 hours a day, seven days a week.
- Text 1-213-335-2054 ( U.S. only)
- Internet: <http://IntegrityLine.Herbalife.com>
- Email: [EthicsandCompliance@herbalife.com](mailto:EthicsandCompliance@herbalife.com)
- Mail: Chief Compliance Officer  
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