

## **Nu Skin Modern Slavery Act Statement**

**This statement is made pursuant to Section 54, Part 6 of the U.K. Modern Slavery Act 2015 and sets out the steps Nu Skin has taken to ensure that slavery and human trafficking are not taking place in any part of its business or supply chain.**

### **Introduction**

Nu Skin opposes and prohibits the use of human trafficking, child labor, slavery and slave labor, and it expects the same from its business partners and suppliers. Nu Skin is committed to compliance with all applicable labor laws, including the U.K.'s Modern Slavery Act.

### **Nu Skin's business and structure**

Nu Skin Enterprises is one of the leading direct selling companies, creating and selling high quality anti-aging personal care products and nutritional supplements. Nu Skin provides rewarding direct sales opportunities and supports its sales force, shareholders, consumers and employees in multiple ways to improve their quality of life.

Nu Skin develops its activity in more than 45 countries organized into seven geographic regions: Mainland China; South Korea; South Asia/Pacific; Americas; Japan; Hong Kong/Taiwan; and Europe, Middle East and Africa. Headquarters are located in Provo, state of Utah, U.S.A.

Nu Skin operates its business in the United Kingdom primarily out of its subsidiary Nu Skin Scandinavia A/S.

### **Nu Skin's policies and trainings**

Nu Skin recognizes its social responsibility in the countries in which it operates. As part of Nu Skin's Compliance and Ethics program, Nu Skin and its employees receive training on and must adhere to a Code of Conduct. The Code of Conduct, and the various written policies that support it, is designed to create a culture of ethics and integrity within the business and supply chains and to facilitate compliance with the laws of all jurisdictions in which Nu Skin operates.

The Code of Conduct covers a range of topics relevant to the protection of human rights, including harassment and discrimination, workplace violence and protecting employee privacy, among others.

Nu Skin is also committed to conducting business with honesty and integrity, and in compliance with the laws of all the countries in which Nu Skin is active. Therefore, Nu Skin has also adopted a Global Anti-Corruption and Anti-Bribery Policy. All employees receive the training on Anti-Corruption and Anti-Bribery, adapted to the level of management and responsibilities, beyond general Code of Conduct.

Nu Skin also operates a Whistleblower Policy, which encourages all employees of Nu Skin to report any wrongdoing in relation to unethical or illegal behavior or to raise concerns confidentially.

**Nu Skin's controls**

Nu Skin strives to work with business partners who exemplify our own high standards of integrity and business conduct. Nu Skin is also committed to ensuring that modern forms of slavery and human trafficking are not present in our supply chains..

Today, Nu Skin expects its business partners to comply with relevant labor laws and, where applicable, the relevant provisions of the U.K. Modern Slavery Act. Therefore, prior to engaging with business partners, Nu Skin conducts varying levels of due diligence, depending on the potential risk presented by that relationship, to ensure that they meet our required standards.

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Nu Skin supports the provisions set out in the U.K. Modern Slavery Act 2015 and is committed to operating responsibly and establishing high ethical standards across the company.

This statement was approved by the Board of Directors of Nu Skin Scandinavia A/S and signed by a Director.

*Ritch Wood*