

THE NATURE'S BOUNTY^{co.}

Modern Slavery Act Statement 2020

Introduction

This statement has been published in accordance with the Modern Slavery Act 2015. Modern slavery is a human rights violation. The term 'Modern Slavery' is used to describe offences including slavery, servitude and forced or compulsory labour and human trafficking.

The Modern Slavery Act extends to England and Wales and has been written to combat Modern Slavery in the UK.

As a global health and wellness company, The Nature's Bounty Co. is committed to acting ethically and with integrity. As such, we recognise the importance of the Act and what it aims to achieve in combatting modern slavery. This statement sets out the steps we are taking to prevent modern slavery and human trafficking in our business and supply chain.

Our Business and Supply Chain

The Nature's Bounty Co. is a privately held, global leader in health and wellness with a rich history and proven track record in the nutritional market. As a manufacturer, marketer and online seller of vitamins, dietary supplements, minerals, herbals, protein bars and powders, and ethical beauty products, we are committed to supporting consumers' wellness needs through high quality products backed by science. The brands of The Nature's Bounty Co. are some of the most trusted in the world including Nature's Bounty[®], Pure Protein[®], Solgar[®], Osteo Bi-Flex[®], Dr.Organic[®], Sundown[®], Body Fortress[®], MET-Rx[®] and Ester-C[®].

The Nature's Bounty Co. supply chain is made up of suppliers based across the world. A large percentage of the manufacturing and packaging is performed in our owned company plants in the US. Our suppliers provide a range of products and services, including IT software, recruitment, distribution, cleaning, office furniture and equipment, fulfilment, utilities, and maintenance and printing.

Our Policies

The **Nature's Bounty Co.** has in place a **Modern Slavery Policy** to ensure we have strong processes and further transparency in our approach to tackling modern slavery throughout our supply chain.

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The Nature's Bounty Co. commits to having its suppliers certify that they understand and acknowledge Nature's Bounty's commitment to legal and ethical conduct. As part of this process, suppliers are asked to certify compliance with, among other things, slavery and human trafficking laws, wage and hour laws, child labour laws, and anti-corruption and anti-bribery laws.

Our Modern Slavery Policy applies to all persons working for The Nature's Bounty Co. or with the company in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, suppliers, third-party representatives and business partners.

Our **Code of Business Conduct** plays an important role in upholding our values of integrity, respect and accountability. It includes our operating principles, which includes our commitment to the wellbeing of our employees through areas of safety, health, professional development, reward and recognition.

As set out in our **Code of Business Conduct** and our **Modern Slavery Policy**, any **employee** made aware of any practices that could violate our policies, must report this immediately to their manager, the Chief Compliance Office of Nature's Bounty or the Nature's Bounty Legal Department. Employees may also anonymously report known or suspected violations of our policies through The Nature's Bounty Co. hotline. Our Code of Business Conduct and Modern Slavery Policy can be found on our [company website](#).

Training and Communication

We are committed to the continual development of our processes and procedures to ensure that modern slavery does not take place within our company or its supply chain.

We have written a policy specifically for the Modern Slavery Act to reflect our continued commitment to the Act and our obligations in managing our supply chain.

This policy will be communicated to the company in 2020. Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy. Employees of the company will be given relevant and regular training on the policy and the issue of modern slavery in supply chains.

Governance

Responsibility for Governance sits with a cross functional working group. This group includes representatives from The Nature's Bounty Co. Supply Chain, Human Resources, Business

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Operations, Corporate Communications, Legal and Finance teams. They are responsible for reviewing, publishing and managing our Anti-Modern Slavery commitments.

This statement is made by The Nature's Bounty Co. Ltd pursuant to section 54(1) of the Act and constitutes our slavery and human trafficking statement for the financial year ending 31 September 2019.

This statement was approved by the Board of Nature's Bounty Co. Ltd. on 3rd June, 2020 and signed on its behalf by Ted McCormick

Edward McCormick
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Chief Financial Officer