



Henkel Sustainability

Modern Slavery Statement

Organisational Structure and Supply Chain

Henkel AG & Co. KGaA is the parent company of the Henkel Group ("Henkel"). Henkel operates worldwide with leading innovations, brands and technologies in two business areas: Adhesive Technologies and Consumer Brands. In 2023, there were more than 47,000 Henkel employees worldwide. Henkel has suppliers and other business partners from around 130 countries.

Policies

Henkel has a clear policy of doing business in an ethical and legal manner. This is inseparably linked with our commitment to supporting the protection of internationally acknowledged human rights. Our comprehensive set of codes, standards and processes provide our employees, customers, suppliers, investors and the communities we operate in with a clear definition of the ethical and social values we uphold — and underscore our commitment to respecting human rights along the entire value chain. This includes our zero-tolerance approach to forced labour.

Internal Standards and Implementation

From our purpose, vision, mission and values, we have formulated globally binding behavioural rules which are specified in a series of codes and corporate standards. These apply to all employees worldwide, in all business areas and cultural spheres in which we operate. Our key policy documents include our Code of Conduct, Code of Corporate Sustainability, Social Standards, Safety, Health and Environment (SHE) Standards, and Sustainably Sourcing Policy. They can be accessed here: [Downloads & Publications \(henkel.com\)](https://www.henkel.com/downloads-and-publications)

We carry out regular audits at our production sites and, increasingly, at our subcontractors and logistics centres to verify compliance with our codes and standards. All audit results are included in the Internal Audit department's annual report to the Henkel Management Board.

To impart clear rules of conduct to our employees, we focus on regular training courses and communication measures. All our managers across the globe must participate in our mandatory Compliance eLearning program, on a regular basis. The program addresses many different compliance topics, including anti-corruption, antitrust law, data protection, safety topics and human rights topics.



Responsible Supply Chain Process

At Henkel, we engage with our suppliers to drive sustainable practice and promote respect for human rights along the value chain. Compliance with the cross-sector Code of Conduct of the German Association of Materials Management, Purchasing, and Logistics (BME) is mandatory for all of Henkel's suppliers worldwide. Henkel joined the BME in 2009, as its code is based on the 10 principles of the United Nations Global Compact and can therefore be used internationally. The BME code serves as the basis for contractual relationships with our strategic suppliers. This means that they have either recognized the cross-sector BME code — and hence the principles of the Global Compact — or produced their own comparable code of conduct. The BME code has already been translated into 12 languages, and the provisions of the BME code cover topics including forced labour, child labour, human rights and fair working conditions.

The entire BME code can be found here: [BME Code of Conduct](#)

Our six-stage "Sustainable Sourcing Process" is another core element of our supplier assessment approach: It ensures that all suppliers comply with our sustainability standards and aims to foster purposeful collaboration with strategic suppliers to continuously improve sustainability standards in our value chain. The steps range from risk assessment and onboarding through to assessment, analysis, and auditing. Based on this, we then work intensively with our suppliers to improve sustainability performance.

Our 2023 Sustainability Report includes more information on Henkel's approach to managing compliance and human rights as well as on our supply chain management. The report is publicly available here: [Sustainability \(henkel.com\)](https://www.henkel.com/sustainability)

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Henkel's slavery and human trafficking statement for the financial year ending 31 December 2023.

Henkel AG & Co. KGaA

Date: January 2024

A blue ink signature of Sylvie Nicol, consisting of a stylized 'S' and 'N'.

Sylvie Nicol
Executive Vice President

A blue ink signature of Thomas Gerd Kühn, consisting of a stylized 'T' and 'K'.

Thomas Gerd Kühn
General Counsel & CCO