



Date: March 23rd, 2022

H.E. António Guterres
Secretary-General United Nations
New York, NY 10017 USA

Dear Mr. Secretary-General,

I am pleased to confirm that Wella Company supports the Ten Principles of the United Nations Global Compact on Human Rights, Labour, Environment and Anti-Corruption which are fully embedded in our Codes of Conduct. With this communication, we express our intent to take further steps to protect those principles in our Company. We are committed to making these principles part of our global strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the Sustainable Development Goals of the United Nations. Wella Company will make a clear statement of this commitment to its stakeholders and the general public by year end.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the UN Global Compact, and annually thereafter according to the UN Global Compact COP policy. This includes:

- A statement signed by the Chief Executive Officer expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.

Wella International Operations Switzerland Sàrl
Chemin Louis-Hubert 1 CH-1213 Petit Lancy, Switzerland
Company Registration Number: CHE-144.630.388



O·P·I

NIOXIN

Kadus
PROFESSIONAL

Londa
PROFESSIONAL

SYSTEM
PROFESSIONAL

PROFESSIONAL
SEBASTIAN

weDo/
PROFESSIONAL

CLAIROL
PROFESSIONAL

CLAIROL®



O·P·I



- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (Human Rights, Labour, Environment, Anti-Corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Sincerely yours,

Signature

DocuSigned by:
Annie Young-Scrivner
1005F64A4DCA4B3...

Mrs Annie Young-Scrivner
CEO Wella Company