

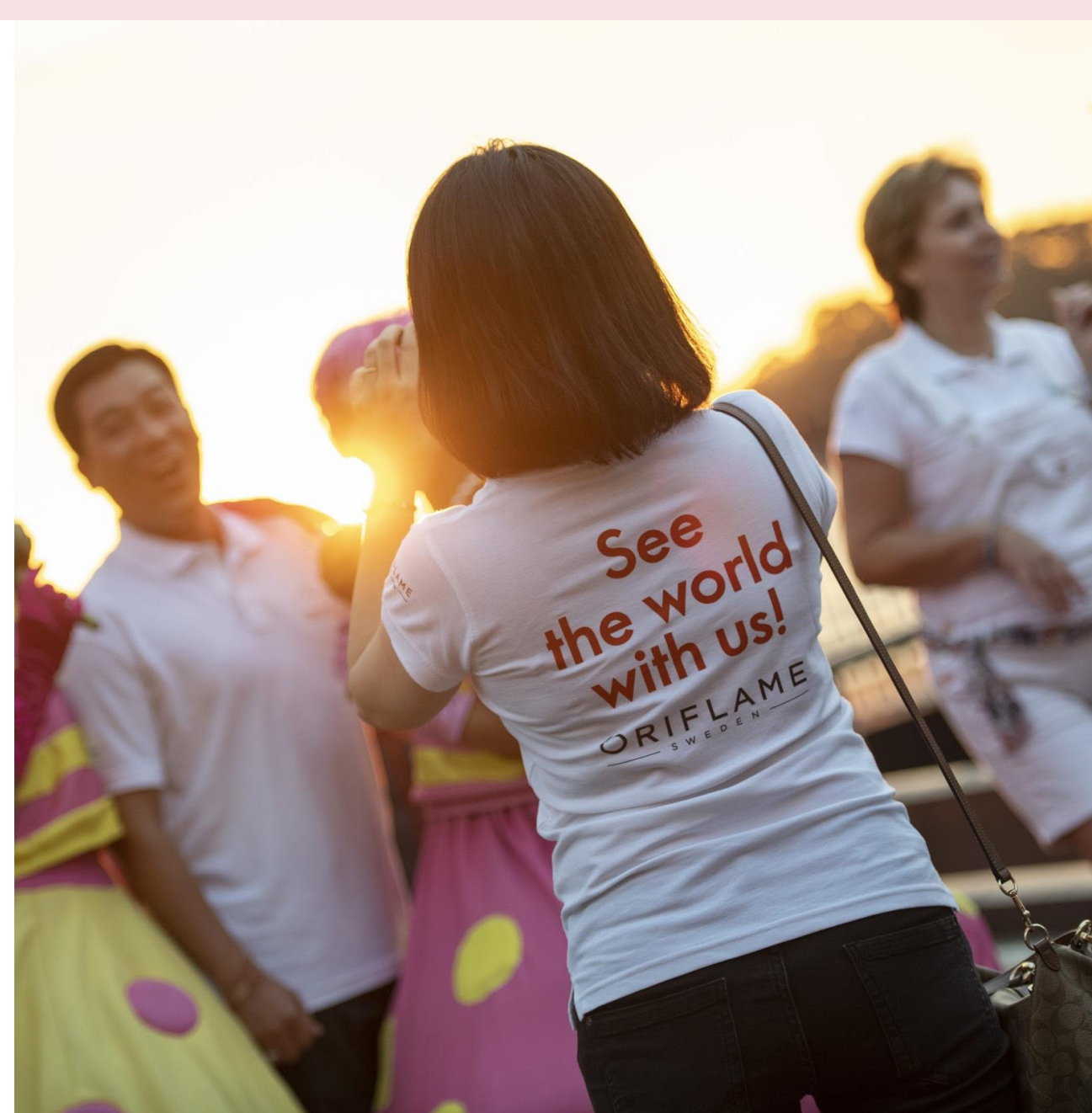
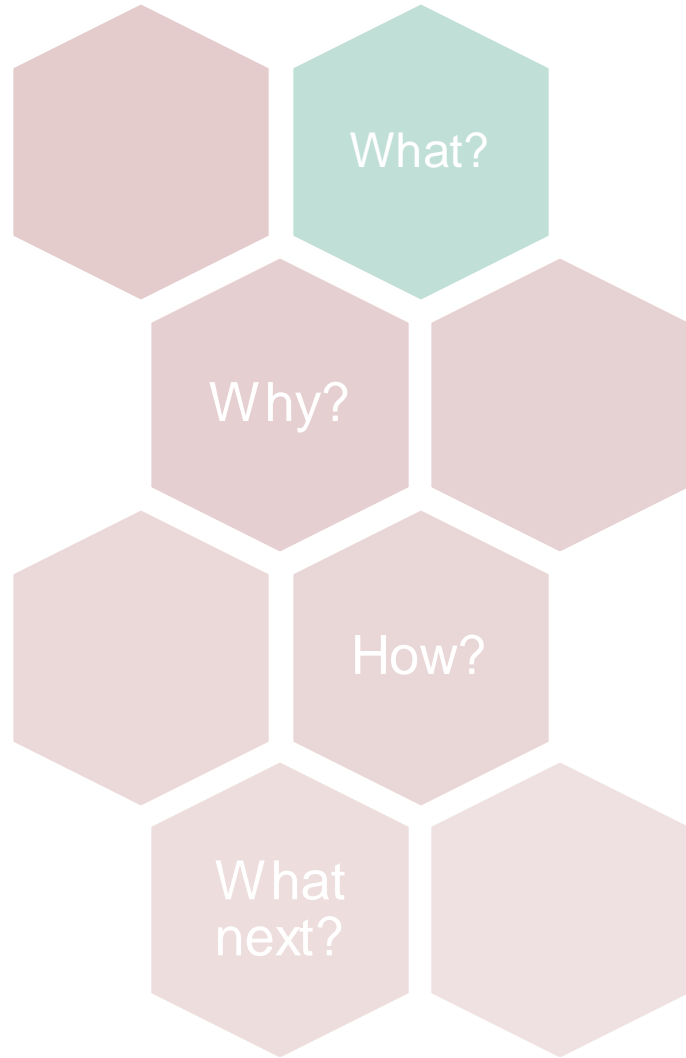
MAY 2022

We play by the rules

Report a legal breach or misconduct
(non-Oriflame employee)

ORIFLAME
— SWEDEN —





The Oriflame Code of Conduct



<https://corporate.oriflame.com/en/About-Oriflame/Who-we-are/Code-of-Conduct-and-other-policies>

Message from the CEO

When you are an Oriflame employee, regardless of which country you work in or what your position is, the Code of Conduct applies to you. Together with our policies and guidelines, it sets out the framework that leads us to making the right choices at work – with a high level of integrity and a strong ethical and moral conscience. Therefore, all of us should feel a shared responsibility for the Code of Conduct. If you ever experience or encounter behaviour that jeopardises our Code, I count on you to speak up and help us fix it. If there are any specific situations not addressed by the Code of Conduct or the policies, we must always comply with the applicable laws.

This Code is part of our long-term commitment to becoming a truly sustainable company. We are reliable, open and transparent. We are proud of our ethics and values and we want to share them with the world.

We are more passionate than ever about enabling people to fulfil their dreams, build a career, travel, make money, enjoy our products and look great. Our entrepreneurial spirit helps us to be good at what we do and always strive for excellence. There is always

more to do, and better ways of doing it. We are all part of the worldwide Oriflame community and if we work together and support each other, I am confident we will reach our vision to be the #1 Social Selling Beauty Company.

Yours sincerely,

Magnus Brännström,
Chief Executive Officer and President





Report a legal breach or misconduct

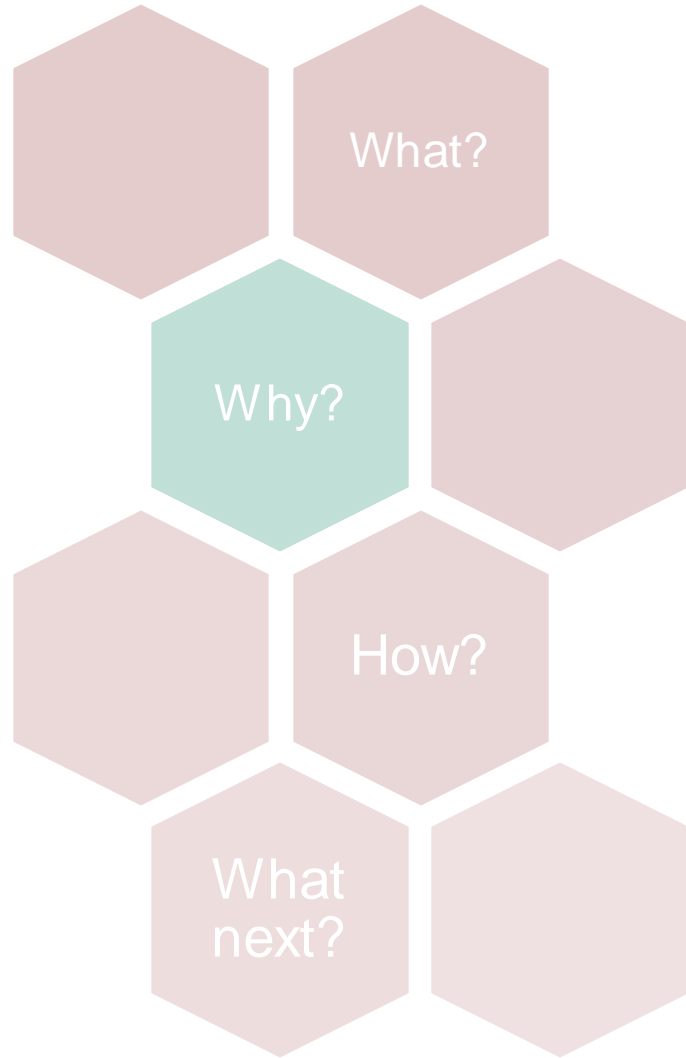
What to report?

Breaches to the Oriflame
Code of Conduct

Breaches to the applicable
regulation

Other business ethics
concerns

- "Doesn't feel right"



Report a legal breach or misconduct

Why reporting?

Protect victims

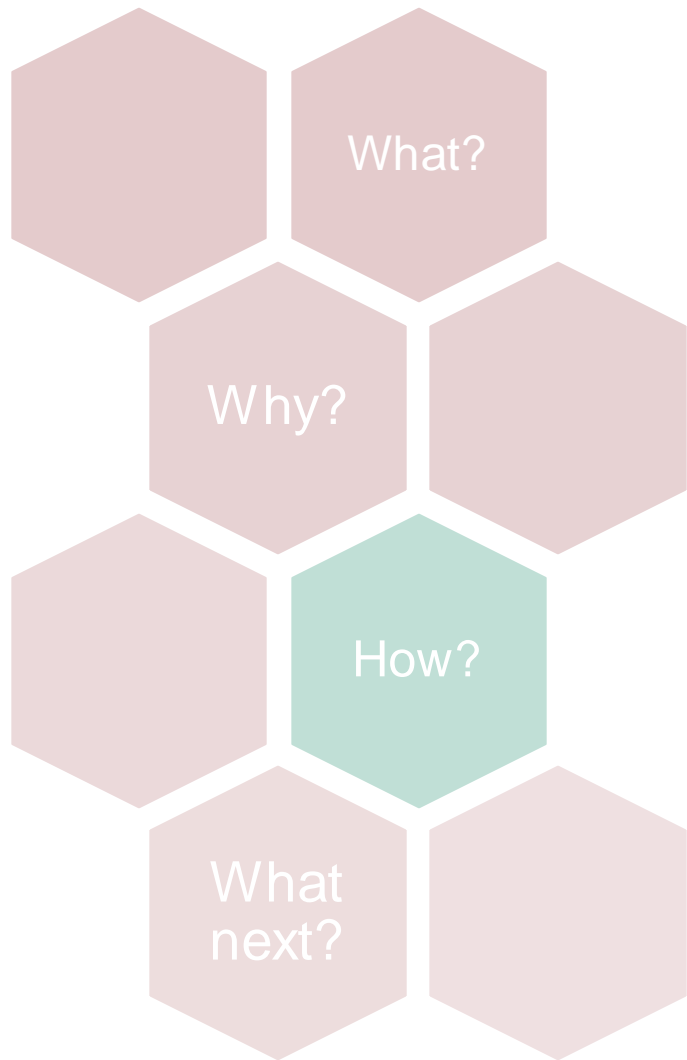
- Stop the misconduct
- Investigation, corrective actions

Protect society

- Oriflame as good corporate citizen
- Positively contribute to citizens' welfare

Protect yourself

- Do the right thing
- Don't be an accomplice



Report a legal breach or misconduct

How to report?

1. Select your preferred language
2. Follow the on-screen instructions
3. Fill the form
4. Click on "Submit"

[Click here to report your concern \(English\)](#)

[Click here to report your concern \(Polish\)](#)

[Click here to report your concern \(Russian\)](#)

[Click here to report your concern \(Bahasa\)](#)

[Click here to report your concern \(Spanish\)](#)

[Click here to report your concern \(China\)](#)

[Click here to report your concern \(Vietnam\)](#)

1.



ORIFLAME
SWEDEN

Report a legal breach or misconduct

2.

The form will take approximately 5-10 minutes to complete. If you have observed or experienced a situation where Oriflame, any of its employees or representatives, or suppliers have breached the Oriflame Code of Conduct, applicable law or other ethical principles, please use this form to report your concerns. This form is not to report customer-experience related issues (issues with orders, catalogues, etc.) or Brand Partners issues (network, bonus, etc.). The information you report here will be reviewed by the Oriflame Global Assurance Team and, where relevant, an investigation will be launched. All information entered in this form is kept strictly confidential, and this form is anonymous by default. Confidential means we don't share your identity with anyone; Anonymous means we don't know your identity. The information you enter shall be true and verified. Please do not report rumours, hearsay, and do not make false allegations. Please feel free to complete the form in any language you are comfortable with. Links: the Oriflame Code of Conduct and public Policies: <https://corporate.oriflame.com/About-Oriflame/Who-we-are/Code-of-Conduct-and-other-policies> information about reporting concerns and Privacy Notice for the usage of this form: <https://corporate.oriflame.com/About-Oriflame/Who-we-are/Code-of-Conduct-and-other-policies/Report-a-concern>

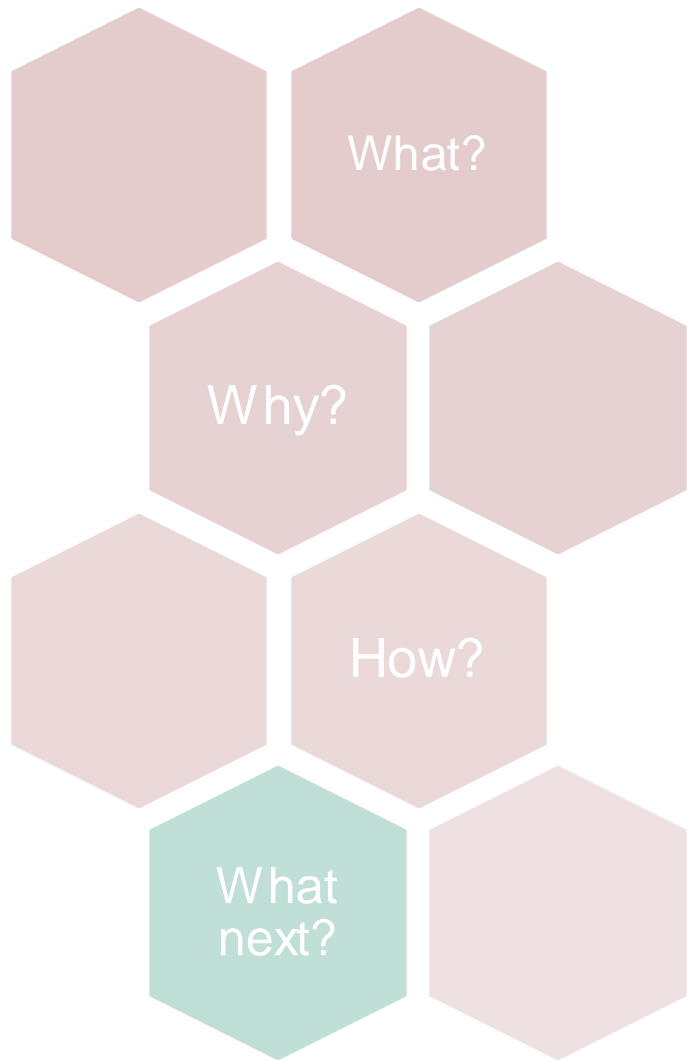
What happened? Please describe your concerns as factually as possible. Wherever possible, please provide details such as names, etc. The more details you provide, the more efficient the investigation will be. *

Where did it happen specifically? Please provide detailed information about where the incident happened (e.g. which country).

Report a legal breach or misconduct

How to report?

- IMPORTANT NOTES about the form:
 - The form is **anonymous by default**: no personal data is automatically collected by us nor accessible whatsoever.
 - **Opt-in**: if you so wish, you can voluntarily opt-in to provide your contact details within the form so that you can be kept informed about significant developments or so that you can be contacted for further details.



Report a legal breach or misconduct

What happens after I have reported?

- If you provide contact details:
 - Confirmation of receipt
 - Information when your report has been reviewed
 - Where legally possible, update on the status of your report within 3 months
- The concern reported:
 - May be transferred to relevant team for immediate action
 - May trigger the start of an internal investigation



Thank you

QUESTIONS: CODEOFCONDUCT@ORIFLAME.COM

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