

Charlotte Tilbury

PEOPLE

LIVING OUR PURPOSE

At Charlotte Tilbury Beauty, our guiding purpose is to help everyone feel and look the most confident, beautiful version of themselves, and we are committed to upholding and respecting the human rights of the people who work on our behalf globally. For the sake of our people, our planet, and our partners, it is our responsibility to support, protect, and celebrate our global community as we deliver the best beauty products to our customers. How we show up in the world matters. Our founding values have long dictated that.

SUPPORTING HUMAN RIGHTS - OUR POLICY

Human rights are based on dignity, fairness, equality and respect, all core values at Charlotte Tilbury Beauty. As Charlotte Tilbury Beauty grows, we are proud to play a positive role in the world by championing human rights wherever we operate. This includes the rights of our customers; our employees; our contractors; our talent; our partners; and the people who help us source, make, and move our products.

We are committed to respecting and defending internationally-recognised human rights as defined by the *UN Guiding Principles on Business and Human Rights* which references the *International Bill of Human Rights* (encompassing *the Universal Declaration of Human Rights* (UDHR), *the International Covenant on Economic Social and Cultural Rights* (ICESCR), and *the International Covenant on Civil and Political Rights* (ICCPR)^[1]) and *the International Labour Organization (ILO) Declaration on Fundamental Rights at Work*, and the human right to a clean, healthy and sustainable environment.

There are rights which are of particular importance to us. These include: freedom from discrimination and abuse, freedom from child labour or forced labour, freedom of movement, expression, religion and belief, the right to take part in cultural life, to safe and healthy workplaces and decent work conditions in line at least with local law, of mothers to special protection before and after birth, to freedom of association and to be able to collectively bargain, to an adequate standard of living, education, health, and to land rights for those in value chains including indigenous rights.

As our business grows, we will take further steps to support the human rights due diligence expected of us. We will do this by identifying, preventing and mitigating harm, and where necessary, respecting and supporting access to change. We also aim to engage with communities, civil society, and other stakeholders who are connected to our family of partners, to engage them on human rights matters that are important to people whose rights are affected by beauty sector value chains. Our ambition is to listen to, learn from, and increase dialogue with our stakeholders, so that we consider their views on our business, allowing us to respect human rights both through our own conduct and through the partnerships in our value chains.

When necessary and where appropriate, we will use our voice and platform to actively seek to help defend human rights and human rights defenders associated with beauty sector value chains.

WORKING WITH SUPPLIERS

We are proud of the strong relationships we have with our suppliers, who we aim to work with for the long-term. We clearly set out the expectations we have for our suppliers to meet our own high standards of ethical trade and to respect the rights of the people who work for them.

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We also assess for risk of some of the worst human rights abuses in our annual Modern Slavery statement which you can find here, and are increasing our work to ensure respect for rights in line with our Supplier Code of Conduct expectations for safe and decent work labour conditions and environmental stewardship.

FOSTERING AN INCLUSIVE AND DIVERSE CULTURE

Internally, Charlotte Tilbury Beauty is proud of our efforts to show respect for and support equal opportunity for gender, racial, religious, disability and other diversity in balance in leadership, reduction in any pay gaps, representation in our models and other members of the Charlotte Tilbury Beauty family of talent to reflect our global community.

A FORCE FOR GOOD THROUGH OUR PURPOSE PARTNERS

Charlotte Tilbury Beauty is bigger than beauty, and we recognise the responsibility we have as a global beauty tech platform to be a force for good. Our focus is on supporting women's empowerment and on fostering entrepreneurship, and we are proud of our purpose partners such as *The Princes Trust*, *Women for Women International*, *The Clooney Foundation for Justice*, and more.

BIODIVERSITY

The sustainability of our planet is integral to allow access to a wide range of human rights, including rights to life, health, food, water and sanitation [2]. At Charlotte Tilbury Beauty, we are increasing our sustainability efforts around key plant-based materials and ingredients used in our products and packaging as we work towards playing our role in society to maintain the beauty of biodiversity.

We are working to increase our assurance of responsible and sustainable sourcing of all plant ingredients, including work to ensure we are using more paper, card, and wood from certified sustainable sources, which aims to help protect our forests and rainforests. We are also taking steps to reduce our carbon emissions impact, to do our part to help reduce global warming and climate change impact.

Our "[Recycle the Magic](#)" scheme offers customers a 20% discount incentive to return and recycle old plastic packaging on our bestselling Magic Cream, to be replaced with the refillable Magic Cream glass jar. We have introduced refillable options across over 100 of our products including lipsticks, eye shadow, bronzer, best-selling Airbrush Flawless powder, and the Magic Cream Trilogy.

^[1] <https://www.ohchr.org/en/what-are-human-rights/international-bill-human-rights>

^[2] <https://www.ohchr.org/en/special-procedures/sr-environment/about-human-rights-and-environment>