



## **UK MODERN SLAVERY ACT STATEMENT**

**November 2022**

### **Amyris and its Commitment to Ethics and Human Rights**

Amyris, Inc. and its subsidiaries (collectively, "Amyris") is the world's leading manufacturer of sustainable ingredients made with synthetic biology, our technology allows millions of people to enjoy environmentally-friendly products that are made with our sustainable ingredients. Using sugarcane fermentation, we convert basic plant sugars into rare bioidentical molecules, essential ingredients and clean, effective everyday products. We are passionately pioneering the future of clean chemistry where people and planet can prosper.

Amyris is committed to the fair treatment of employees at every level of our company and throughout our supply chain. To ensure respect for human rights in our business operations, we are an Equal Employment Opportunity (EEO) employer, maintain strong policies on employment and non-discrimination and comply with all applicable laws and regulations governing the prohibition of child labor, modern slavery and human trafficking.

As further provided below, Amyris is a supplier and consumer of various goods and services. This Statement describes the steps that Amyris undertakes to support the Modern Slavery Act's objectives. As detailed below, Amyris supports such objectives through a combination of actions, including through its compliance policies, education and training of Amyris employees, internal procedures and external requirements for its partners.

This Statement has been developed through a process of consultation involving officers and senior managers of Amyris.

### **Organization Structure and Supply Chains**

Amyris, Inc. is a U.S. based public company, which was founded in 2003 in the San Francisco Bay Area by scientists from the University of California, Berkeley. Through a grant in 2005 from the Bill & Melinda Gates Foundation, we developed technology capable of creating microbial strains that produce artemisinic acid, a precursor of artemisinin, an anti-malarial drug. Through our new technology, we produced a renewable farnesene brand, Biofene®, a long-chain, branched hydrocarbon molecule that we manufacture through fermentation using engineered microbes, initially targeted at the renewable fuel market. Over the last decade, we strategically transitioned our business model from low margin commodity markets to higher margin specialty ingredients markets. We partner with our customers to create sustainable, high performance, cost competitive molecules that replace a less sustainable ingredient in their supply chains. We commercially scale and manufacture those molecules and have 13 molecules currently in the market.

MG Empower Ltd. is a U.K.-based privately held company that provides influencer marketing and digital innovation services. MG Empower is a wholly owned subsidiary of Amyris.

Beauty Labs International, Ltd. is a U.K.-based data sciences and machine learning technology company that has developed one of the leading consumer applications for "try before you buy" color cosmetics. MG Empower is a wholly owned subsidiary of Amyris. Beauty Labs adds digital innovation, machine learning and data science to further enhance the consumer experience of its family of consumer brands.



Our consumer brands, including Biossance® clean beauty skincare, , Rose Inc. TM clean color cosmetics, and JVN TM clean haircare, are sold in the U.K. through different channels including – depending on the product – the following websites and retailers: [roseinc.co.uk](http://roseinc.co.uk), Space NK, Liberty, Sephora, Look Fantastic, Cult Beauty, Harrods and Selfridges. The products are primarily produced in our manufacturing facilities in Brazil and U.S.

### Relevant Policies

A number of Amyris policies address issues of modern-day slavery and human trafficking, including:

- **Amyris Supplier Code of Conduct** explicitly provides that Amyris suppliers shall not use forced, underage labor or slavery and cannot committing violations of minimum wage or working hour laws. Human trafficking is further prohibited. In addition, suppliers shall comply with all applicable slavery and human trafficking laws, the SA8000 international labor standards, and, if applicable, the California Transparency in Supply Chains Act of 2010. Suppliers shall ensure compensation of a living wage according to local standards or laws.
- **Amyris Code of Business Conduct and Ethics** Amyris includes strong employment and non-discrimination policies.
- **Amyris’ Environmental and Sustainability Policy** emphasizes the role of suppliers and distributors who share our commitment to sustainable sourcing, manufacturing and management practices.

### Due Diligence Processes, Risk Assessment and Management

Amyris requires our contract manufacturers and other suppliers to operate in compliance with all applicable human rights laws and regulations in the countries in which they do business. These include laws and regulations regarding forced labor, underage labor, modern slavery, human trafficking, minimum wage and working hours. Amyris engages with contract manufacturers and other suppliers through a vendor guide and a standard manufacturing agreement that incorporate our Supplier Code of Conduct. The vendor guide also provides Amyris’ Environmental and Sustainability Policy.

New contract manufacturers are required to complete a qualification form, including a self-assessment on social responsibility. The form includes questions on the contract manufacturer’s efforts to promote social responsibility among employees, efforts to ensure the work environment is diverse, equitable and inclusive, as well as safe and healthy, to ensure compliance with local laws and regulations and prohibition of forced or child labor, and to institute anticorruption policies, among other criteria. The responses are reviewed by Amyris’ supply chain team to ensure compliance with our standards. In 2021, two companies were audited following their responses to the qualification form. Suppliers are also strongly encouraged to comply with the SA8000 international labor standards.

As for the risk assessment, we identify the human rights risk associated with each geography by using the World Bank’s *World Governance Indicators*, U.S. State Department *Trafficking in Persons Report*, U.S. Department of Labour’s *List of Goods Produced by Child Labour or Forced Labour* and other resources. On the basis of these indicators we consider Middle East, Sub-Saharan Africa, South, Southeast and North Asia, and Central and South America geographies with elevated human rights risks. Providers from these regions are carefully scrutinized by the Amyris supply chain team to ensure compliance with our ethical standards.

Amyris recognizes the importance of transparency in our supply chain to ensure human rights for all workers that contribute to our products. Despite not being subject to the California Transparency



in Supply Chains Act, we endeavor to conduct our business activities in accordance with the Act, and we report on preventing slavery and human trafficking in our supply chain. If applicable, our suppliers must comply with the same Act and ensure that the products they make for Amyris, including any materials sourced in connection with production of the product, are not manufactured, assembled or packaged by forced, prison or child labor.

As part of our compliance process, we conduct supplier diligence and third-party verification of all our suppliers. In addition, under our Supplier Code of Conduct, we reserve the right to provide periodic assessments and engage in audits of our suppliers. Amyris will consider measures such as auditing, directly or by a third party, of any suppliers we determine to present a legitimate risk of not respecting our Supplier Code of Conduct. If a non-compliance issue is not resolved in a timely manner, then Amyris will re-evaluate its business relationship with the supplier, including potential termination of the business relationship. Amyris' supply chain registered no reported violations of the Supplier Code of Conduct, according to supplier diligence and verification processes conducted in 2021.

Several Amyris products utilize sugarcane sourced from Brazil. In 2021, for the second year in a row, Amyris received Bonsucro Chain of Custody Certification ensuring that sustainability claims along our sugarcane supply chain are traceable from farmer to end user. Companies certified by Bonsucro commit to a code of conduct supporting fair-trade and labor practices, including working with ethical supply chains. The code is aligned with the UN Guiding Principles on Business and Human Rights and multiple UN Sustainable Development Goals, including Responsible Consumption and Production (Goal 12) and Climate Action (Goal 13). This code also supports the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises and draws on the OECD-Food and Agriculture Organization (FAO) Guidance for Responsible Agricultural Supply Chains.

In 2021, the U.S. Government enacted the Uyghur Forced Labor Prevention Act (UFLPA) detailing the prohibition of imports from the Xinjiang Uyghur Autonomous Region of China and the United Kingdom's Foreign Secretary announced a package of measures to help ensure that British organisations, whether public or private sector, are not complicit in, nor profiting from, the human rights violations in Xinjiang so to ensure that they are not contributing to the abuse of the Uyghur Muslims or other minorities in Xinjiang. While Amyris does not source products from the affected region, we support the Act and conduct due diligence around the subject. For example, as part of the launch of a new product manufactured in China, Amyris' Director of Production initiated an inquiry into the source of the ingredients to ensure that no forced labor was part of the supply chain, to ensure compliance with the UFLPA. As a result, the supplier confirmed that the item was sourced from a different region. Amyris continues to monitor the sourcing to ensure no part of the supply chain is located in the Xinjiang region.

### **Training**

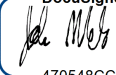
All Amyris employees, including executive leaders, are required to undergo training on the Code of Business Conduct and Ethics—which explains Amyris' commitment to equal employment opportunities—both as new hires and every two years thereafter. Additional policies related to human rights are contained in the Amyris employee handbook. Amyris is currently in the process of introducing a Human Trafficking training, which will be mandatory for all employees. The course discusses various types of human trafficking, ways to recognize the signs and how employees can help to stop the modern day slavery.



### Key Performance Indicators

We use the following key performance indicators to evaluate risks associated with modern-day slavery:

- A percentage of employees that completed the mandatory Business Code of Conduct and Ethics training.
- A number of registered reports, including whistleblower reports, that relate to violations of the Supplier Code of Conduct.
- A number of suppliers audited by Amyris.

DocuSigned by:  


John Melo, Chief Executive Officer

Statement approved by Amyris' Board of Directors on November 17, 2022.

Statement covers year ended 31<sup>st</sup> December 2021.