



Helen of Troy Policy on Associate Freedom of Association

Helen of Troy and its subsidiaries (collectively, "Helen of Troy") must comply with applicable laws protecting the rights of workers to freely associate.

We respect the rights of workers to freely associate, organize, and bargain collectively in accordance with applicable laws and the customs of the countries in which they are employed. Where associates are represented by a legally recognized union, Helen of Troy is committed to bargaining in good faith with the associates' freely chosen representative.

All of our businesses must respect the rights of workers to communicate openly with management regarding working conditions without fear of retaliation, harassment, intimidation, penalty or interference. Helen of Troy also encourages our suppliers to comply with the obligation to permit their workers to freely associate.

May 28, 2020