



## **Helen of Troy Commitment to Associate Training and Development**

Helen of Troy believes that continuous development and learning is essential to empower all of our associates for growth and future opportunities within the Company, as well as for growing the Company itself. Phase II of our Transformation includes the strategic choice to “Unify & Elevate the Best People.” As part of this strategy, we are focused on Attracting and Retaining the best people by being the Employer of Choice, Unifying our associates through our Power of One culture and our I RISE values, and Training our Associates by investing in various training and development programs to that help our associates expand their technical, professional and interpersonal skills.

The training and development programs available to all associates begin soon after their first day of work. As part of this initial training, associates are introduced to the Company, our Power of One culture, our I RISE values, our policies and procedures, their new work environment and role, and to their rights and obligations. Associates are also introduced to our Code of Conduct and other codes and policies. We reinforce the training on our Code of Conduct through a mandatory yearly refresher course which is distributed to all associates. These refreshers vary by year and focus on areas such as anti-corruption, respectful workplace, and privacy. We also have a professional development program that is available to all associates. That program includes training sessions on topics such as leadership, project management, presentation skills, writing development, business acumen, and competency development. We also provide resources including books, articles, videos, TedTalks, podcasts, and self-assessments to develop our associates’ competencies globally. Individual associate’s training needs are assessed through our formal performance management and review program. Through this process, associates and their managers can identify competencies for improvement and request training in particular areas. Where necessary, local Human Resource teams will create new internal training courses or find access to external ones, in order to ensure that development needs are met. We also encourage the pursuit of continuing education by covering certain expenses related to education and professional development programs offered through universities or professional associations. In addition, Helen of Troy encourages continued learning by our associates by offering a tuition reimbursement plan for qualifying continued learning plans. At Helen of Troy, we are proudly powered by our exceptional people, who act and feel like passionate owners. Every day, their experience and skills build superb businesses and create best-in-class capabilities in every corner of our company. We cultivate careers and celebrate our shared success as we create long-term sustainable value together.

We elevate lives. We soar together. We are Helen of Troy.

May 28, 2020