



Global Reporting Initiative (GRI) Index

Disclosure Number	Disclosure Title	Response
GRI 102 Disclosure		
Organizational Profile		
102-1	Name of the organization	Herbalife Nutrition Ltd.
102-2	Activities, brands, products, and services	2020 Herbalife Nutrition Form 10-K, p. 5
102-3	Location of headquarters	Los Angeles, CA
102-4	Location of operations	https://company.herbalife.com/worldwide
102-5	Ownership and legal form	2020 Herbalife Nutrition Form 10-K, p. 4
102-6	Markets served	Introduction — The Scale & Scope of our Global Operation 2020 Herbalife Nutrition Form 10-K, p. 5, p. 60
102-7	Scale of the organization	Introduction — The Scale & Scope of our Global Operations
102-8	Information on employees and other workers	Introduction — The Scale & Scope of our Global Operations Social Impact — Employees — Diversity, Equity & Inclusion — Diversity Metrics
102-9	Supply chain	Introduction — Herbalife Nutrition Value Chain at a Glance Environmental Impact — Responsible Sourcing & Consumption Product Stewardship — Commitment to Product Quality — Sourcing 2020 Herbalife Nutrition Form 10-K, pp. 11-12
102-10	Significant changes to the organization and its supply chain	There have been no significant changes over the past year.
102-11	Precautionary Principle or approach	Herbalife Nutrition does not follow the precautionary approach, but has a comprehensive risk management plan in place. Learn more here: Governance — Corporate Governance — Risk Management
102-12	External initiatives	Herbalife Nutrition is a signatory to the UN Global Compact and the CEO Action for Diversity & Inclusion. Our corporate sustainability programs are aligned with the UN Sustainable Development Goals. Additionally, Herbalife Nutrition’s Human Rights Policy takes guidance from multiple internationally recognized frameworks, including: - The United Nations Guiding Principles on Business and Human Rights - The United Nations Universal Declaration of Human Rights - The International Labour Organization’s 1998 Declaration on Fundamental Principles and Rights at Work - OECD Guidelines for Multinational Enterprises
102-13	Membership of associations	Herbalife Nutrition joins and actively maintains memberships and leadership roles with trade and industry associations that add value to and promote the interest of the Company. This includes various organizations spanning nutrition, scientific, and product categories as well as business model, commerce and other related organizations.



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Strategy		
102-14	Statement from senior decision-maker	Introduction — CEO Message
Ethics & Integrity		
102-16	Values, principles, standards, and norms of behavior	Introduction — Global Responsibility at Herbalife Nutrition Corporate Code of Business Conduct and Ethics
Governance		
102-18	Governance structure	Governance — Corporate Governance Herbalife Nutrition corporate website
Stakeholder Engagement		
102-40	List of stakeholder groups	Introduction — Global Responsibility at Herbalife Nutrition — Stakeholder Engagement
102-41	Collective bargaining agreements	2020 Herbalife Nutrition Form 10-K, p. 19 Herbalife Nutrition recognizes employees' rights to freedom of association and collective bargaining. For more on Freedom of Association and Collective Bargaining, please see our Human Rights Policy.
102-42	Identifying and selecting stakeholders	Introduction — Global Responsibility at Herbalife Nutrition — Stakeholder Engagement
102-43	Approach to stakeholder engagement	Introduction — Global Responsibility at Herbalife Nutrition — Stakeholder Engagement
102-44	Key topics and concerns raised	Introduction — Global Responsibility at Herbalife Nutrition — Stakeholder Engagement
Reporting Practices		
102-45	Entities included in the consolidated financial statements	2020 Herbalife Nutrition Form 10-K, p. 4
102-46	Defining report content and topic Boundaries	Introduction — Global Responsibility at Herbalife Nutrition — Materiality
102-47	List of material topics	Introduction — Global Responsibility at Herbalife Nutrition — Materiality
102-48	Restatements of information	Not applicable
102-49	Changes in reporting	Not applicable
102-50	Reporting period	Fiscal year 2020, which runs concurrently with the calendar year.
102-51	Date of most recent report	Not applicable
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	GlobalResponsibility@herbalife.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI content index	GRI content index
102-56	External assurance	No



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Disclosure Number	Disclosure Title	Response
GRI 200 Economic		
GRI 205: Anti-corruption		
103-1	Explanation of the material topic and its Boundary	Governance – Ethics & Compliance
103-2	The management approach and its components	Governance – Ethics & Compliance Corporate Code of Business Conduct and Ethics
103-3	Evaluation of the management approach	Governance – Ethics & Compliance
205-2	Communication and training about anti-corruption policies and procedures	Governance – Ethics & Compliance Corporate Code of Business Conduct and Ethics
GRI 300: Environmental		
GRI 301: Materials		
103-1	Explanation of the material topic and its Boundary	Environmental Impact – Responsible Sourcing & Consumption; Packaging
103-2	The management approach and its components	Environmental Impact – Responsible Sourcing & Consumption; Packaging Environmental Sustainability Statement
103-3	Evaluation of the management approach	Environmental Impact – Responsible Sourcing & Consumption; Packaging
301-2	Recycled input materials used	Environmental Impact – Packaging
GRI 302: Energy		
103-1	Explanation of the material topic and its Boundary	Environmental Impact – Operations – Carbon Reduction; Energy Reduction
103-2	The management approach and its components	Environmental Impact – Operations – Carbon Reduction; Energy Reduction Climate Change Action Statement
103-3	Evaluation of the management approach	Environmental Impact – Operations – Carbon Reduction; Energy Reduction
302-1	Energy consumption within the organization	Environmental Impact – Operations – Carbon Reduction; Energy Reduction
GRI 305: Emissions		
103-1	Explanation of the material topic and its Boundary	Environmental Impact – Operations – Carbon Reduction; Energy Reduction
103-2	The management approach and its components	Environmental Impact – Operations – Carbon Reduction; Energy Reduction Climate Change Action Statement
103-3	Evaluation of the management approach	Environmental Impact – Operations – Carbon Reduction; Energy Reduction
305-1	Direct (Scope 1) GHG emissions	Environmental Impact – Operations – Carbon Reduction; Energy Reduction
305-2	Energy indirect (Scope 2) GHG emissions	Environmental Impact – Operations – Carbon Reduction; Energy Reduction
305-4	GHG emissions intensity	Environmental Impact – Operations – Carbon Reduction; Energy Reduction



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Disclosure Number	Disclosure Title	Response
GRI 306: Waste		
103-1	Explanation of the material topic and its Boundary	Environmental Impact – Operations – Waste
103-2	The management approach and its components	Environmental Impact – Operations – Waste Environmental Sustainability Statement
103-3	Evaluation of the management approach	Environmental Impact – Operations – Waste
306-1	Waste generation and significant waste-related impacts	Environmental Impact – Operations – Waste
306-2	Management of significant waste-related impacts	Environmental Impact – Operations – Waste
306-4	Waste diverted from disposal	Environmental Impact – Operations – Waste – Operational Waste
GRI 308: Supplier Environmental Assessment		
103-1	Explanation of the material topic and its Boundary	Environmental Impact – Responsible Sourcing & Consumption
103-2	The management approach and its components	Environmental Impact – Responsible Sourcing & Consumption Supplier Code of Conduct
103-3	Evaluation of the management approach	Environmental Impact – Responsible Sourcing & Consumption
308-1	New suppliers that were screened using environmental criteria	Herbalife Nutrition has instituted a Supplier Code of Conduct for our business-critical direct suppliers. Those business-critical suppliers who agree to participate will be audited by a third-party by the end of 2022. We plan to segment other suppliers into different tiers and update our commitment in due course.
GRI 400: Social		
GRI 401: Employment		
103-1	Explanation of the material topic and its Boundary	Social Impact – Our Global Team of Employees
103-2	The management approach and its components	Social Impact – Our Global Team of Employees
103-3	Evaluation of the management approach	Social Impact – Our Global Team of Employees – Employee Attraction & Engagement
401-1	New employee hires and employee turnover	Social Impact – Our Global Team of Employees – Employee Attraction & Engagement – Employee Turnover
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social Impact – Our Global Team of Employees Employee Attraction & Engagement – Compensation and Benefits Social Impact – Safety, Health, & Well-Being



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Disclosure Number	Disclosure Title	Response
GRI 404: Training and Education		
103-1	Explanation of the material topic and its Boundary	Social Impact – Performance Management & Professional Development
103-2	The management approach and its components	Social Impact – Performance Management & Professional Development
103-3	Evaluation of the management approach	Social Impact – Performance Management & Professional Development
404-2	Programs for upgrading employee skills and transition assistance programs	Social Impact – Performance Management & Professional Development Herbalife Nutrition ESG Index – Social – Workforce – Training & Development Programs
GRI 413: Local Communities		
103-1	Explanation of the material topic and its Boundary	Social Impact – Our Social Impact
103-2	The management approach and its components	Social Impact – Our Social Impact
103-3	Evaluation of the management approach	Social Impact – Our Social Impact
413-1	Operations with local community engagement, impact assessments, and development programs	Social Impact – Our Social Impact
GRI 414: Supplier Social Assessment		
103-1	Explanation of the material topic and its Boundary	Governance – Ethics & Compliance – Human Rights Environmental Impact – Responsible Sourcing & Consumption
103-2	The management approach and its components	Governance – Ethics & Compliance – Human Rights Environmental Impact – Responsible Sourcing & Consumption
103-3	Evaluation of the management approach	Governance – Ethics & Compliance – Human Rights Environmental Impact – Responsible Sourcing & Consumption
414-1	New suppliers that were screened using social criteria	Herbalife Nutrition has instituted a Supplier Code of Conduct for 100% of our business-critical direct suppliers. These business-critical direct suppliers who agree to participate will be audited by a third party by the end of 2022. We plan to segment other suppliers into different tiers and update our commitment in due course.
GRI 416: Customer Health and Safety		
103-1	Explanation of the material topic and its Boundary	Product Stewardship – Commitment to Product Quality; Global Consumer Safety
103-2	The management approach and its components	Product Stewardship – Commitment to Product Quality; Global Consumer Safety
103-3	Evaluation of the management approach	Product Stewardship – Commitment to Product Quality; Global Consumer Safety
416-1	Assessment of the health and safety impacts of product and service categories	All Herbalife Nutrition products are assessed for health and safety impacts to consumers. 2020 Herbalife Nutrition Form 10-K, p. 6
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Herbalife Nutrition does not currently collect data in a way that enables this disclosure.



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Disclosure Number	Disclosure Title	Response
GRI 417: Marketing and Labeling		
103-1	Explanation of the material topic and its Boundary	Product Stewardship – Marketing & Labeling
103-2	The management approach and its components	Product Stewardship – Marketing & Labeling
103-3	Evaluation of the management approach	Product Stewardship – Marketing & Labeling
417-1	Requirements for product and service information and labeling	Herbalife Nutrition Labeling and Claims Policy states that Herbalife Nutrition requires 8 common food allergens to be listed on product labels and for additional disclosures to be included where required by law. Herbalife Nutrition submits labels for all inner nutrition products to the Council for Responsible Nutrition’s Online Wellness Library database, accessible to general public and US FDA.
417-2	Incidents of non-compliance concerning product and service information and labeling	Herbalife Nutrition does not currently collect data in a way that enables this disclosure.
417-3	Incidents of non-compliance concerning marketing communications	Herbalife Nutrition does not currently collect data in a way that enables this disclosure.