



BATH & BODY WORKS ANTI-RETALIATION POLICY

INTRODUCTION

Bath & Body Works (the “Company”) is committed to protecting all associates and others providing work or services to the Company who report inappropriate conduct from retaliation. All forms of retaliation are prohibited, including any form of discipline, reprisal, intimidation, adverse employment action or career disadvantage that is reasonably likely to deter a person from reporting misconduct, or other form of retaliation for participating in any activity protected by law.

EXAMPLES OF PROTECTED ACTIVITIES

Below is a non-exhaustive list of examples of protected activities.

- Raising an internal concern (written or oral) alleging a violation of the company’s Sexual Harassment/Anti-Discrimination Policy.
- Filing a complaint of discrimination or harassment with the U.S. Equal Employment Opportunity Commission (“EEOC”), a state anti-discrimination agency, or in court.
- Participating in a Bath & Body Works’ investigation into allegations of discrimination or harassment, including providing information regarding a report or investigating a report.
- Supporting another associate’s internal or administrative complaint of discrimination or harassment (by, for example, testifying or providing an affidavit in support of a coworker who has filed a discrimination complaint with the EEOC or similar state anti-discrimination agency).

The Company does not tolerate any form of retaliation for any protected activity. Associates are also prohibited from retaliating against an individual who has expressed an intent to raise a concern under the Company’s Harassment, Discrimination & Retaliation Reporting Guidance.

REPORTING RETALIATION

Any manager or supervisor, even if temporarily serving in the role, who believes they’ve observed retaliatory conduct must report the conduct. If you are an associate, vendor, contractor, or other business partner and believe you are being retaliated against or have observed retaliation, please make a report. Please [click here](#) to access the Company’s Harassment, Discrimination & Retaliation Reporting Guidance, which includes information regarding the Company’s investigation and remediation processes, or contact Global Ethics & Compliance at ethicsandcompliance@bbw.com.

Individuals are also advised to immediately document any incidents involving retaliation.

VIOLATIONS OF THIS POLICY

Any associate, regardless of position or title, whom the company determines has engaged in retaliation in violation of this Policy, will be subject to discipline, including potential termination and/or termination and disgorgement of compensation or cancellation of unvested options.

ADMINISTRATION OF THIS POLICY

Global Ethics & Compliance is responsible for the administration of this policy. If you have any questions about this policy or questions about retaliation that are not addressed in this policy, please contact Global Ethics & Compliance at ethicsandcompliance@bbw.com.