

Ethics Hotline | Victoria's Secret & Co.

Ethics

The Ethics Hotline is operated by an independent third party and is available to associates worldwide, as well as customers, vendors, contractors and other business partners to raise concerns confidentially and anonymously.

The hotline is monitored 24/7, provides translation services and has a dedicated case manager. We engage highly skilled, dedicated ethics investigators to ensure quality and consistency of all internal investigations. At the conclusion of an investigation, we follow up with the individual who raised the concern and share lessons learned with other business functions.

Our updated Code of Conduct and our Photo Shoot Procedures emphasize the availability of the hotline and reinforce that we absolutely do not tolerate retaliation against reporters, as defined by our No Retaliation Policy. The hotline is also available to non-associates, including talent, who participate in photo and video shoots for the company.

All reports to the Company concerning issues under the code of conduct will be kept confidential to the extent reasonably possible, and, if necessary, reports can be made anonymously. You may contact The Ethics Hotline 24 hours a day — 7 days a week.

You can contact The Ethics Hotline by email at EthicsVS@victoria.com or by phone at 1.844.575.1079. You can also access our online portal at: <http://vsco.ethicspoint.com>.