



THE LUSH EBT

Lush Employee Benefit Trust

Glossary

Beneficiary of a trust

A person or persons who are entitled to the benefit of a trust arrangement. In other words, as employees of the Lush Group and beneficiaries of the Lush EBT, you get the good stuff that this scheme protects.

Change of Control

A change which results in a different shareholder controlling a majority of the voting shares in the Company giving them majority control over the company.

Constituency

A group of a maximum of 100 people, who work in the same space and are most likely to know and interact with each other. Examples: Retail Shop, Manufacturing Room, Support Team building or head office.

Constituency Representative

An individual democratically elected by their peers to represent their constituency in Lush EBT matters. The responsibility of the constituency representative is to follow up company messages with their constituency they are in, ensuring understanding. They will also be responsible for passing on feedback and questions about these messages to the Lush EBT Coordinator, their country representative or both.





Cosmetic Warriors LTD

Cosmetic Warriors Ltd is an independent UK trading company that creates, holds and protects our Intellectual Property (IP) rights, trademarks and patents. It is the licensor of the Lush brand and is our hub for innovation, where product invention happens and new concept ideas are explored.

Country Representative

An individual randomly chosen by their fellow business area representatives to represent their country in Lush EBT matters. The responsibility of a country representative is to ensure company messages are reaching all employees in their market, as above. They will also be expected to take part in yearly meetings with all 23 country representatives to allow for development and networking.

Director

Individual(s) appointed to a Limited company who lawfully have responsibility for the day to day running of a business.

Dividend

Distribution of profits after tax made by a company to its Shareholders.

EBT

An acronym for the Employee Benefit Trust.

EBT Rep Code of Conduct

A set of agreed rules of behaviour for the Lush EBT Representatives, the Code of Conduct will aid you in making decisions within your role. Please click on this [link](#) to view the Lush EBT Code of Conduct.





ED&I

An acronym for equity, diversity and inclusion. Within the Lush Group, we use this term when referring to creating a more inclusive business, both for employees and customers. In North America, this is also referred to as DEIB.

Election Lead

The primary point of contact for EBT Rep Elections. You will coordinate implementation of fun, engaging and democratic Lush EBT Rep elections in your market and deliver the election results back to the central EBT Team for recording.

Equity

When all groups are standing on approximately an equal footing.

Employee Voice

Employee Voice exists where an organisation sees its people as central to the solution, to be involved, listened to, and invited to contribute their experience, expertise and ideas. It requires mechanisms to be in place to enable ongoing conversation with its staff, in different ways, to ensure every voice is heard.

Founder

Those who originally started the Lush business back in 1995, who we love so dearly. They are; Mark & Mo Constantine, Helen Ambrosen, Rowena Bird, Liz Bennett and Paul Greeves.





Growth Mindset

A growth mindset (proposed by Stanford professor Carol Dweck in her book *Mindset*) is the idea that success is not predetermined but instead based on time and effort. The belief that skills and intelligence can be improved with effort and persistence. People that possess a growth mindset persist through obstacles, learn from criticism and seek out inspiration in others' success.

Lush EBT

Lush Employee Benefit Trust - an English Trust, where 10% of Lush Cosmetics Limited shares are held on behalf of the employees.

Lush EBT Rep Elections

A formal process of voting a person(s) into an EBT Representative role.

LUSH Ethical Charter

The Lush Ethical Charter is a legal document that sets out the company's commitment to our minimum ethical standards and gives every Lush Colleague a voice in protecting them. The Lush Ethical Charter was written by Hilary Jones, Karl Bygrave, Jack Constantine and Simon Constantine in 2017. It is made up of 7 core principles and 8 evolving principles. The core principles cannot be changed without consultation with all Group colleagues.





Lush Group

The collection of Lush fully owned local entities and subsidiaries where Lush Cosmetics Ltd owns 50% or more of the business. These are: Australia, Austria, Bahrain, Belgium, Canada, Croatia Manufacturing, Czech Republic, France, Germany, Hong Kong, Macau, Hungary, Ireland, Italy, Japan, Luxembourg, Poland, The Netherlands, New Zealand, Portugal, Spain, Sweden, UAE, UK & USA.

The Lush Insider

A quarterly digital magazine full of all things Lush EBT with content tailored by and for the Lush colleagues. The Lush Insider is another platform to showcase the ideas, questions and feedback of the Lush EBT beneficiaries.

Lush Partners

A Partner market is a Lush entity where Lush Cosmetics Ltd owns between 0% - 50% of the shareholding. The remaining shares are owned by 'A partner'. A Lush Partner is often a business person who approaches Lush with an interest in running a Lush business in another country where we are not currently trading. We choose our partners carefully ensuring they align with our ethics and have the financial capability and business skills to run a Lush business, while adhering to our brand standards.

We currently have Partners in: Bulgaria, Chile, Croatia (retail), Estonia, Greece, Korea, Kuwait, Lebanon, Macedonia, Malaysia, Mexico, Norway, Panama, Philippines, Qatar, Russia, Saudi Arabia, Serbia, Singapore, Slovenia, South Africa, Switzerland, Thailand and Ukraine.





Private company

A business whose shares are not traded in a stock market, as opposed to a public company. A private company's shares are offered, owned and traded/exchanged privately.

This means that:

- shareholders cannot sell or transfer their shares without offering them first to other shareholders for purchase,
- shareholders cannot offer their shares to the general public over a stock exchange.

Royalties

A percentage of sales charged to Lush Partners by Lush Limited for the use of the brand, protections of trademarks, research and development, innovations, product invention and brand support.

Shares

Shares are units of ownership in a company, entitling the holder to a proportion of the profits.

Shareholder

An individual or institution that owns shares in a company. The shareholders of Lush Cosmetics Limited are Mark Constantine, Mo Constantine, Helen Ambrosen, Rowena Bird, Paul Greeves, Karl Bygrave, Andrew Gerrie, Alison Hawksley-Gerrie and the Lush EBT. Collectively, they own 100% of the shares in Lush Cosmetics Limited.





Signposting

Taking a question, idea or concern to the relevant area of the business to help them resolve their issue. This may also be useful when you receive a query that does not fall within the EBT remit, it is still important to signpost to the correct department.

Trust

A trust is created when an individual or business, (in our case, Lush) gives assets to another person or group (The EBT Trustees) to hold in trust for the benefit of a third person or group (Our Group employees - beneficiaries of the Lush EBT).

The trust holds and protects these assets, in our case, shares, for the future.

Trustee(s)

Individual(s) who have been appointed by Lush employees and the company who will represent the voice of the employees and are granted the necessary powers to administer the trust. The Lush EBT has 5 Trustees.

