Anti-Slavery and Human Trafficking Statement

We, Science in Sport Limited, make this statement pursuant to section 54 of the Modern Slavery Act 2015.

1. INTRODUCTION

1.1 Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

1.2 This statement applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

1.3 The board of directors has overall responsibility for ensuring this statement complies with our legal and ethical obligations, and that all those under our control comply with it.

2. OUR BUSINESS

2.1 Science in Sport is a manufacturer of performance nutrition, supplying nutritional supplements to major retailers, elite sports teams and direct to consumers.

2.2 We are a public limited company registered in England and Wales (Company No 08535116)

2.3 This statement is applicable to the Group

(a) SIS (Science in Sport Limited), Company No 02742833

(b) PhD Nutrition Ltd, Company No 05538528

(c) Science in Sport INC Identification number – 001211294

(d) Science in Sport (Italy) SRL Fiscal code - 09919530965

3. OUR SUPPLY CHAIN

3.1 Our supply chain includes packaging manufacturers, raw materials providers, co-manufacturers, consumables providers and service providers.

3.2 We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

3.3 We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

3.4 As part of our procurement processes, we require all of our suppliers to provide information about their Ethical Trading policy and practices.

4. OUR EMPLOYEES

4.1 The majority of our workforce are employed directly by the company.
We perform pre-employment checks to prevent modern slavery in our workforce.

4.2 All employees are provided with terms and conditions before commencing work with us and a code of conduct explaining detailing our conduct expectations and policies.

4.3 To ensure employees fully understand the terms on conditions of their employment. We have reviewed the common languages present in our business and will have (where possible), contracts available in the native language should this be requested by the employee.

4.4 Through our induction process, we ensure our employees have a full understanding our policies and the role they play in upholding them.

4.5 As part of our recent policy review, we updated our internal Modern Slavery policy to ensure our employees understand our commitments, their commitments and what to do if they have a concern.

4.6 We are a Real Living Wage Employer and are committed to paying a fair wage to all employees.

4.7 Where temporary staff may be required in our operations, we use one dedicated agency to minimise risk; they hold active memberships and accreditations to demonstrate their commitment to anti-slavery.

5. OUR APPROACH

5.1 We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

5.2 We operate a number of internal policies to ensure we are operating in an ethical way, our policies are introduced to our employees during the onboarding phase and are available to all employees at all times on our internal communication platform. We continue to review our policies to ensure they are relevant and meet all current legislation.

5.3 We have an active membership with SEDEX (the Supplier Ethical Data Exchange) and conduct internal audits on our systems and practices.

5.4 We encourage openness with our employees and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.

5.5 We are committed to strengthening our practices to ensure Modern Slavery does not take place in our business and we will continue to explore further opportunities to improve our approach.

The statement has been approved by our Board of Directors.

We are committed to reviewing this statement annually to ensure we uphold our responsibilities as an employer.

This policy will next be reviewed on or before 22 February 2027



Dan Wright
Executive Chairman