

A muscular man with a beard is shown from the chest up, drinking from a clear plastic PhD water bottle with a red cap. The bottle has 'PhD' and '#perform' printed on it. The background is a soft, out-of-focus sky. Large white text is overlaid on the left side of the image.

OUR COMMITMENT

SIS

SCIENCE
IN SPORT

PhD
PERFORMANCE NUTRITION



At Science in Sport plc we take great pride in both our brand and products. We are committed to ensuring the highest standards of corporate responsibility covering environmental, social and governance are maintained.

ENVIRONMENTAL



SCIENCE
IN SPORT



The Company has invested in packaging technology and plant to convert the bulk of its protein powder range into recyclable pouch packaging, this is a first for the sports nutrition industry globally.

The PhD Nutrition pouch range moved to recyclable material, commencing with the Diet Whey range at the start of December 2020, with a full range change completed by early 2021. In the last 12 months, PhD Nutrition has filled 700,000 pouches which have ultimately gone to landfill. PhD will be the first sports nutrition brand in the world with packaging which can be recycled in green bins across a large proportion of local authorities or with carrier bags at local supermarkets.

This approach will be rolled out to the Science in Sport brand later in 2021, and we expect to fill one million recyclable pouches in 2021. The new pouch is the first step in the Company's strategy to minimise waste and the negative impact on the environment.



In February 2021 we launched a partnership to give customers the opportunity to recycle gel, bar and sachet wrappers. Customers add a postage paid recycling bag to their basket at no extra cost which can be returned with up to 30 wrappers avoiding landfill waste.



Work is ongoing with suppliers on further opportunities to replace one-use packaging with bio-degradable or recyclable packaging.

Sustainable packaging means using the packaging format with the lowest possible environmental footprint, whilst meeting the requirement to protect, transport and present the Science in Sport and PhD brands.



Heads of terms have been signed on a new combined supply chain site comprising factory, warehouse and ecommerce dispatch facility which will drive significant environmental improvements by reducing transport miles and carbon emissions. Combining operations at a single site will significantly reduce supply chain inefficiencies from operating across multiple locations.

We have continued to increase manufacture of products in our Nelson factory, bringing protein powder production in house and away from multiple suppliers reducing transport miles, and the carbon footprint of products.

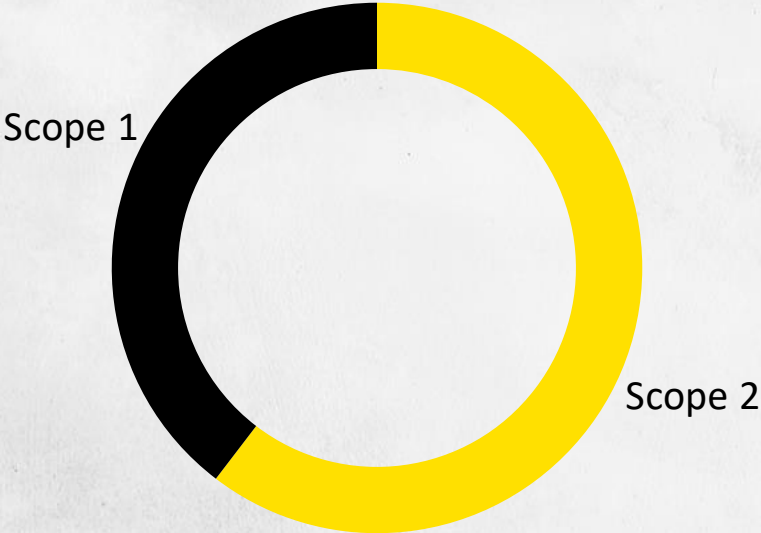
Continuous improvements in packaging reduction and water and energy optimisation throughout the supply chain have reduced the use of resources required to manufacture our products and the associated carbon footprint.



**UNDER THE SECR (STREAMLINED ENERGY AND CARBON REPORTING)
FRAMEWORK SIS PLC ENERGY USE AS A LARGE BUSINESS IS 2020
IS SET OUT BELOW:**



**1,523,146 kwh total energy usage
of which: 525,108 electricity,
998,038 gas**



**Total 308 tCO2e emissions of
which 186 tCO2e Scope 1 and 122
tCO2e Scope 2**

6.1

**The Intensity ratio is 6.1 which is calculated
as the tCO2e above divided by the reported
2020 total group revenue of £50.4m**

SOCIAL



SCIENCE
IN SPORT



Our employees are key stakeholders and assets within the business and the Board closely monitors and reviews the results of employee engagement surveys as well as other feedback it receives to ensure alignment of interests.

The Executive Directors keep staff informed of the progress and development of the Group on a regular basis through formal and informal meetings, this has continued throughout the UK lockdowns, with regular virtual CEO updates for all employees.



We are Investor in People accredited and have a number of employees completing further education in their areas of expertise, for example, MBA, finance and supply chain qualifications.

A Wellbeing & Mental Health Initiative was launched providing all employees with an Employee Assistance Programme, Online counselling, key drivers of wellbeing monthly sessions lead by experts such as Sir Chris Hoy, in addition to Line Manager mental health training and signing up to the Inside Out Wellbeing Charter.

We are actively involved with the Career Ready programme, a national social mobility charity working with employers, schools, and volunteers to support young people across the UK develop the skills, confidence, and aspirations for future career success, with 10 SiS employees volunteering to be mentors to a school or college student.





The Group does not discriminate between employees and prospective employees on grounds of age, race, religion or gender, and every effort is made to provide the same opportunities to disabled persons as to others. We signed up to the Business in the Community Race at Work Charter, committing to five actions to ensure that ethnic minority employees are represented at all levels in an organisation. We have launched a business-wide diversity initiative and initiated regular group-wide diversity reporting to monitor progress.

We are proud of our diverse workforce and believe it is vital to our success as a leading international sports nutrition business.

	Male	Female
Directors	5	-
Senior Managers	14	5
All Employees	99	77



We decided that if we were to engage with the external world on diversity matters, it must become a part of the way we do business permanently. It was not a project, not something that falls out of favour when something else comes along. Like our internal diversity activities, it has to be a core value for our business.

Racism, prejudice and discrimination have been present for hundreds of years, causing untold suffering. Whatever we do cannot remove that pain. But if we can make a tiny contribution, and hope that other companies can join with us, then perhaps we can start on the road to undoing some of this pain. If we can help to develop diversity and inclusivity in sport. If we can help to engender more social parity, more respect, and more dignity for people of all communities. That's our hope.

STEPHEN MOON
CEO



The Board recognises its obligation towards employees to provide a safe and healthy working environment.

The Group complies with health & safety legislation conducting regular inspections and risk assessments. Health & Safety is an essential element of our ESG policy, and a key operational focus which all employees contribute to.

The last lost time accident was on 12th April 2018, nearly 3 years ago. No reportable incidents occurred in 2020 with only two minor accidents to date.



BREAK THE MOSS

GOVERNANCE

SIS | SCIENCE
IN SPORT

PhD
PERFORMANCE NUTRITION

The Board has adopted the QCA (Quoted Companies Alliance) Corporate Governance Code in line with the LSE requirement that AIM listed companies adopt and comply with a recognised corporate governance code. This policy is reviewed and updated annually. Full corporate governance disclosure can be found on our sisplc.com website.

Due to our accumulated losses which have created a deferred tax asset, we are not a significant corporation tax payer, however we make a positive tax contribution including VAT, PAYE and NI payments. Our Group Taxation Policy is to pay the right amount of tax in line with tax laws where we operate. We are proud that we contribute to the development of the economies in which we operate and take our responsibility to pay our fair share of tax seriously. Tax is considered in all significant business decisions. We don't undertake transactions or operate in any perceived tax havens to realise tax savings or participate in any aggressive tax avoidance schemes. We commit to operating in a tax efficient way in compliance with current tax legislation in order to maximise shareholder returns.

A Group Risk Register is maintained with the principal risks faced by the Group, and a quarterly review with the Board takes place on risks we believe could seriously affect the Group's performance, future prospects, reputation or its ability to deliver against its priorities. This Risk Register can be viewed on pages 12 and 13 of the Groups Annual Report.

A group update on Anti-Bribery policy and procedures is planned in 2021, under the Anti-Bribery Act 2010. Demonstrating that the organisation has 'adequate procedures' in place to prevent bribery is a defence against the offence of failing to prevent bribery.

We have also broadened our contact with key trade and retail partners and have organised regular factory visits for them, as well as visiting our International distribution partners around the world.

INFORMED SPORT ANTI-DOPING

- We are the only brand globally to hold both Informed Sport Site and Product Certification.
- Every single product of Science in Sport is triple screened against the World Anti-Doping Agency (WADA) list of banned substances.
- All product batches sampled at the beginning, during and end of each product batch receive the recognized and respected Informed Sport certificate.
- Full trace management of all raw materials from raw material base and manufacturing supplier, through to finished goods manufactured per production batch. This allows the Company to demonstrate to athletes the source of ingredients and all parties involved in the manufacturing process.
- You will find the Informed Sport logo on every SiS product that we make.

