

**Science in Sport Plc**  
**Modern Slavery Statement 2021**

This statement sets out the steps Science in Sport has taken to mitigate the risk of modern slavery and human trafficking occurring within any part of our business or supply chain during the financial year ended 31 December 2021

We are committed to improving our practices to combat slavery and human trafficking and continue to assess our business and supply chain. We aim to identify risks and to target those areas with policies, procedures and training to ensure we maintain appropriate safeguards against any mistreatment of persons within our own business and supply chain. We have the highest respect for human rights and do not tolerate any form of slavery or servitude in our own operations

**Business overview**

Headquartered in London, Science in Sport plc is a leading sports nutrition business that develops, manufactures and markets innovative nutrition products for professional athletes, sports and fitness enthusiasts and the active lifestyle community.

The two brands are sold internationally through the Company's phd.com and scienceinsport.com digital platforms, third- party online sites, including Amazon and Tmall, and an extensive retail distribution in the UK and internationally, including major supermarkets, high street chains and specialist sports retailers.

We produce most of our products at our tightly controlled manufacturing base in Lancashire where all employees including agency staff are paid the real living wage.

**Our policies and due diligence process**

We are committed to working to ensure that there is no slavery or human trafficking in our supply chain or in any part of our business. Our policies are to act ethically and with integrity and to implement and enforce effective systems and controls to prevent slavery and human trafficking.

Contractual commitments requiring compliance with the Modern Slavery Act are included in all new supplier contracts as they are signed. This includes obligations on suppliers to comply with the Act, conduct assessments in their own supply chains, implement appropriate controls to prevent occurrence and to notify SiS immediately if they become aware of any Modern Slavery in their supply chains.

We expect our product and other major suppliers to conduct their business in line with the Ethical Trading Initiative Base Code.

**Risk assessment, audit and monitoring.**

Our preliminary supplier assessment is based on geography, type of goods or services purchased, volume purchased, supplier quality performance and the nature of the business transaction.

A potential risk area is sourcing raw materials and finished products internationally. To mitigate this risk we aim to source from reputable established manufacturers with whom we have long-standing supplier relationships and who adhere to our ethical standards.

All employees have a contract which sets out their working conditions, expected hours of work and pay. There is a staff handbook detailing policies, procedures, rights, and benefits and all HR processes and policies are in line with UK employment laws. There are clearly set out disciplinary and grievance procedures and an Anti-Corruption and Bribery policy.

A potential risk area is temporary production staff due to high turnover and low pay in the broader industry sector. To manage this risk we only use one agency to supply production staff with whom we have an established relationship. All agency heads are paid the real living wage and in addition we have a policy of moving temporary heads onto our permanent payroll where possible. We have reviewed the agencies modern slavery policy which they communicate to all new heads.

If we learn of any allegations of slavery or trafficking we will act promptly and effectively in the best interests of the workers affected to understand and remedy the issue, which could include ultimately terminating the business relationship with the supplier concerned if appropriate.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Science in Sport's slavery and human trafficking statement for the financial year ending December 31, 2021.

Stephen Moon

CEO

Science in Sport plc