

THG

An abstract background featuring a series of vertical, wavy lines in various shades of blue, creating a sense of depth and movement.

Modern
Slavery
Statement
JUNE 2025

THG

Modern Slavery *Statement*

About This Statement

At THG PLC (“THG” or the “Group”), we are committed to eradicating modern slavery in all its forms. We recognise that modern slavery is a grave violation of human rights and a pressing global issue that requires our unwavering attention and action. THG is committed to upholding internationally recognised human rights in line with The Universal Declaration of Human Rights; the International Labour Organization’s (“ILO”) Core Conventions; and the UN’s Guiding Principles on Business and Human Rights, both in our supply chain and our own operations. This statement outlines our commitment to combating modern slavery and sets forth the steps we are taking to address this issue within our Global business operations and supply chains.

We firmly believe in promoting and upholding the dignity and equality of all individuals. Our commitment extends to every aspect of our business, from our own employees to the workers within our supply chains. We condemn any form of exploitation, forced labour, human trafficking, or child labour and are dedicated to ensuring that our practices align with the highest ethical standards.



THG

Group Structure

THG PLC is a global retailer and brand owner, headquartered in Manchester, UK, operating through two leading digital-first online consumer businesses: THG Beauty and THG Nutrition.

During 2024 the decision was taken to progress options to demerge THG Ingenuity from the Group and the demerger ultimately completed on 2 January 2025. Whilst THG Ingenuity has operated as an independent private company since this date, without recourse to the Group, it continues to provide services to THG Beauty and THG Nutrition following the demerger.



THG BEAUTY

THG Beauty operates prominent online platforms including Lookfantastic, Dermstore and Cult Beauty, offering a valued route to market for over 1,300 third-party brands, alongside a specialist portfolio of owned brands.

THG NUTRITION

THG Nutrition, led by Myprotein, the world's largest online sports nutrition brand, spans multiple health and wellness categories, delivering its products both directly to consumers and through strategic offline partnerships worldwide.



THG INGENUITY

THG Ingenuity, the Group's former e-commerce services business with leading digital marketing, technology and fulfilment capabilities, also represented a key business division during the financial year ended 31 December 2024.

THG

Supply Chain and Collaboration

THG's Modern Slavery Policy reflects its commitment to acting ethically and with integrity in all its business relationships. We work closely with our supply chain and partners, fostering long-term partnerships based on trust, transparency, and shared values.

THG's Supply Chain Standards detail our expectations regarding ethical practices, including the eradication of modern slavery, and we actively engage with suppliers to promote responsible sourcing throughout the supply chain. We encourage them to implement their own policies against modern slavery and provide support and guidance where needed.



THG regularly reviews the effectiveness of the steps it has taken to ensure that there is no slavery or human trafficking in its supply chains, and implements a continuous improvement plan to ensure evolution in our wider strategy.

THG sells products worldwide, with goods being manufactured through THG facilities in the UK, Poland and United States. Where possible we keep the supply base local, but also access a global supply pool with our key supplier spend in the UK, USA, and China. With over 5,000 suppliers worldwide, THG implemented a Social Responsibility programme requiring all direct suppliers to become Sedex members and arrange 3rd party ethical audits in line with our risk based approach. In 2024, we advanced our supply chain outreach programme by strengthening our Social Responsibility Strategy, refining our supplier tiering approach, and updating internal guidelines to implement a geographical risk-based method for categorising suppliers.



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THG recognises Sedex as an international ethical audit platform designed to drive human rights, better working conditions, transparency, continuous improvement, and collaboration. The platform has been pivotal in enabling THG to map its global supply chain and identify non-compliances at our supplier sites. As an active Sedex member, THG requires all suppliers (in line with THG Supply Chain Standards) and associated manufacturers to have an AB (buyer/supplier) membership or B (supplier) membership.

All suppliers must link associated production sites directly to their Supplier account, and indirectly to THG.

SMETA (Sedex Members Ethical Trade Audits) provides a comprehensive overview of supplier performance, covering labour standards, health and safety, environmental impacts, and business ethics.

Over the past year, we engaged with Tier 1 (direct) suppliers essential to THG's production. The outreach process involved requesting suppliers to align with THG's Supply Chain Standards, become Sedex members, and complete a 4-pillar SMETA audit. Our geographical risk-based approach has been key in refining our supply chain mapping, enabling us to target compliance efforts in a more focused and tactical manner. While achieving social audit compliance with suppliers can be challenging, THG's strong cross-functional relationships have been instrumental in ensuring alignment towards our shared goals.

THG recognises that modern slavery and human rights violations are a potential risk to our own operations as well as our supply chain. To mitigate this, we have completed Sedex audits across all our UK sites and 3 international sites, supporting our commitment to abolish modern slavery and other human rights violations.



THG

Employee Awareness and Training

At THG we recognise the importance of raising awareness and providing education in our efforts to combat modern slavery. Our commitment to this cause is reflected in our goal of launching annual training for all employees. We continue to work towards this goal and aim to have it in place by the end of 2025. Through this training, we aim to ensure that our employees have a thorough understanding of the signs of exploitation, their responsibilities in reporting any concerns, and the actions they can take to mitigate the risks of modern slavery.

We take pride in maintaining open channels of communication with our employees and encourage them to report any suspected instances of modern slavery via our internal whistleblowing channel. This ensures that all concerns are promptly addressed and that we are able to take swift action to prevent and combat modern slavery. Details are also included within our employee code of conduct which was launched in April 2024.

By providing comprehensive training and fostering a culture of transparency and reporting, we are actively working towards creating a business environment where modern slavery has no place. We believe that it is our collective responsibility to contribute to the eradication of modern slavery and are committed to doing our part.



THG

Monitoring and Improvement

We are dedicated to monitoring our efforts and continuously improving our practices against modern slavery. We conduct regular assessments and evaluations of our procedures and supplier engagements to ensure their effectiveness and drive ongoing improvement.

We are deeply committed to driving positive change and continuously improving our position against modern slavery. Our unwavering dedication to ongoing reviews and improvement serves as a catalyst for strengthening our anti-slavery measures.

By subjecting our policies, procedures, and supplier engagements to regular scrutiny, we establish a culture of accountability and responsibility. This culture reinforces our collective commitment to eradicate modern slavery and fosters a proactive approach to addressing any vulnerabilities within our organization and supply chains.

Future Plans

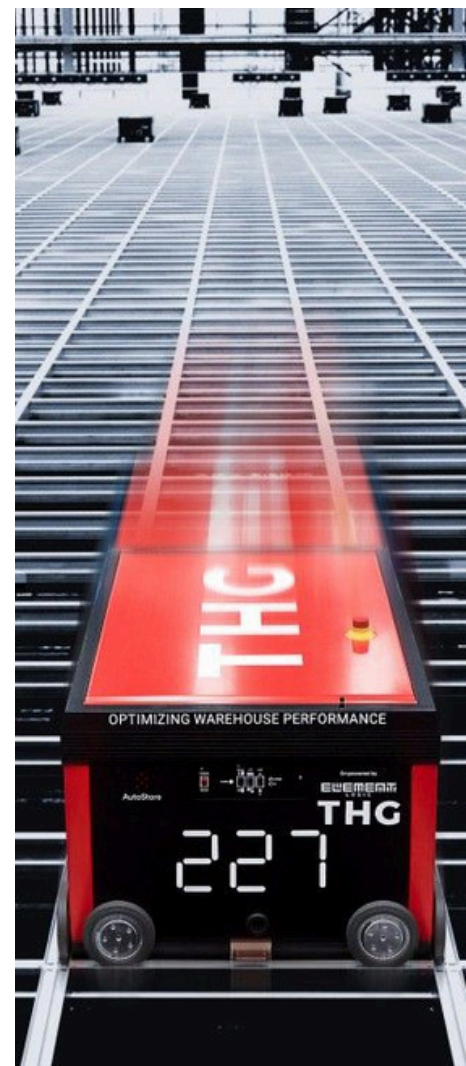
In 2025, we plan to expand our supplier mapping strategy to include Tier 2 manufacturing and fulfilment sites, through collaboration with our Tier 1 suppliers.

Sedex reporting allows THG to monitor geographical, industry-based risk indicators, as well as inherent risks attached to suppliers' geographical location, demographic and cultural areas of challenges. We will continue to review the data available to ensure our resources are allocated to ensure we can focus our efforts in the most appropriate way.

We will also continue our programme of Sedex audits for THG's manufacturing sites and will share the results, through Sedex, with our customers, to ensure visibility of our Social Responsibility programme.

We will remain proactive in addressing the risks of modern slavery and will adapt our approach as necessary to tackle emerging challenges.

Our commitment to combating modern slavery is unwavering, and we are dedicated to fostering a world where all individuals are treated with dignity, respect, and fairness.



THG

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for THG PLC for the financial year ending 31st December 2024, as approved by the Board of Directors and signed on its behalf by:



James Pochin
General Counsel and Company Secretary
THG PLC
02 June 2025

