

# THG

Modern Slavery  
Statement  
**2026**



## About This Statement

At THG PLC (“THG” or the “Group”) we are committed to preventing modern slavery in all its forms. We recognise it as a serious human rights violation and a global issue that demands ongoing action. We consistently seek to uphold internationally recognised human rights standards, in line with the Universal Declaration of Human Rights, the International Labour Organisation’s Core Conventions and the UN Guiding Principles on Business and Human Rights, and believe that all individuals should be treated with dignity and respect. We have zero tolerance for exploitation, forced labour, human trafficking and child labour and are committed to maintaining high ethical standards and responsible business practices.

THG’s Modern Slavery Policy sets out our commitment to operating ethically and with integrity in all our business dealings and working relationships, and to implementing and enforcing effective systems and controls to prevent modern slavery across our operations and supply chains.

This statement applies to THG PLC and the following subsidiaries: Acheson & Acheson Limited, THG Beauty Limited, THG Beauty USA LLC, THG Nutrition Limited and Bentley Laboratories LLC. It outlines the measures in place, and the steps taken, to identify, prevent, mitigate and address modern slavery risks throughout our global business during the financial year ended 31 December 2025.



## Group Structure

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

### THG Beauty

THG Beauty operates prominent online platforms including Lookfantastic, Cult Beauty and Dermstore, offering a valued route to market for over 1,000 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.

## Supply Chain and Collaboration

THG sells products worldwide, with THG own-branded 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. We actively engage with suppliers to promote responsible sourcing and require suppliers to implement their own policies against modern slavery within the supply chains.

THG's Supply Chain Standards (the "Standards") set out the minimum standards that we require our suppliers to uphold and detail our requirements around ethical practices and labour standards. We work closely with our supply chain to foster long-term partnerships based on trust, transparency and shared values.

The Standards are reviewed annually and were updated during 2025 to reflect THG's enhanced Whistleblowing Policy. The scope of this Policy, which previously only applied to THG employees, agency workers and contractors, has been expanded to encompass our supply chain. The Standards were also updated to require suppliers to evidence their compliance with the Standards through the completion of Sedex Member Ethical Trade Audits ("SMETA") via the Sedex platform.

Sedex is an international organisation that supports in establishing ethical and transparent supply chains, promoting responsible business practices and driving continuous improvement and collaboration. The platform allows THG, as an active Sedex member, to map its global supply chain and, through independently validated evidence, identify instances of non-compliance at supplier sites.

SMETA provide a comprehensive overview of supplier performance and cover labour standards, health and safety, environmental impacts, and business ethics.

As prescribed by the Standards, all suppliers and associated manufacturers are required to have an AB (buyer/supplier) membership or B (supplier) membership, with associated production sites linked directly to their Supplier account and indirectly to THG.

We track our suppliers' compliance with the Standards and monitor audit completion rates, the results of which are published via the Sedex platform.

During 2025, we maintained our focus on driving compliance with the Standards across Tier 1 manufacturing suppliers, applying a geographic risk-based approach to categorise and map the supply chain within our Beauty and Nutrition businesses, with an increased focus on suppliers in high-risk countries.

We are committed to monitoring compliance with the Standards beyond Tier 1 with an additional focus on identifying and monitoring high-risk Tier 2 supplier groups throughout 2026. Such an approach will allow us to better manage and mitigate risks across our supply chain, supporting more targeted and effective compliance activity.

Monitoring supplier compliance is undertaken on a cross-functional basis by our Purchasing, Procurement and Sustainability teams, ensuring shared responsibility for identifying and managing modern slavery risks across the Group.

We regularly review the effectiveness of the systems and controls in place to prevent modern slavery within our own operations and across our wider supply chain. Such reviews are supported by a continuous improvement plan to ensure the ongoing evolution of our risk management strategy.

To mitigate potential risks within our own operations, we undertake SMETA across all THG manufacturing sites and aim to complete these every two years.

## **Employee Awareness and Training**

We are committed to strengthening awareness and education to support the prevention of modern slavery and, in line with previous commitments, we introduced mandatory annual training for all employees during 2025.

This training is designed to ensure employees understand the indicators of modern slavery and exploitation, their responsibilities in raising concerns and the steps THG is taking to manage and mitigate modern slavery risks within its operations and supply chain. The computer-based training includes information and case studies to build colleague awareness, followed by an online assessment to validate understanding.

We maintain open and accessible channels for employees to raise concerns, including our internal whistleblowing process, enabling prompt action where risks are identified. Guidance on reporting concerns is also embedded within the THG Employee Code of Conduct, which was introduced in April 2024.

Through ongoing training, and by promoting a culture of transparency and accountability, we are working to ensure modern slavery has no place in our business. We recognise our shared responsibility in addressing this issue and remain committed to playing our part.

## **Monitoring and Improvement**

We are committed to driving positive change and to the continuous monitoring and improvement of our approach to addressing modern slavery. We undertake regular reviews of our policies, procedures and supplier engagements to ensure they remain effective and support ongoing progress in this area.

Our Modern Slavery Policy has been reviewed and republished alongside this Statement. Through regular scrutiny and systematic oversight of our practices and supplier relationships, we promote a culture of accountability and responsibility. This culture reinforces our collective commitment to eradicating modern slavery and to identifying, mitigating and addressing risks within our organisation and supply chain.

## Future Plans

We will continue to take a proactive and evolving approach to addressing modern slavery risks across our operations and supply chain.

Our commitment remains firm: to uphold the highest standards and to play our part in ensuring that all individuals are treated with dignity, respect and fairness.

We will continue to monitor Tier 1 manufacturing suppliers' compliance with the Standards, using evidence available through the Sedex platform.

We will also continue to carry out SMETA at THG manufacturing sites at least every two years and seek to promote transparency and accountability by sharing the results with our customers, as required through the Sedex programme.

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 and its relevant subsidiaries for the financial year ended 31 December 2025, as approved by the Board of Directors in June 2026 and signed on its behalf by:



James Pochin  
General Counsel and Company Secretary  
THG PLC  
02 06 2026

