

THG

Modern Slavery Act

Statement

May 2022



Modern Slavery Statement

About This Statement

This statement sets out THG PLC's ("THG") actions to understand potential modern slavery risks in relation to its business and to put in place steps aimed at ensuring that there is no slavery or human trafficking in its business and supply chains. THG is headquartered in Manchester, England, with over 10,000 employees worldwide.

About the Company Structure and Supply Chains

OUR BUSINESS

THG is a vertically integrated, digital-first consumer brands group, retailing its own brands predominantly in beauty and nutrition, plus third-party brands, via its proprietary, end-to-end, e-commerce technology, infrastructure and brand-building platform (THG Ingenuity) to an online and global customer base.

BEAUTY

THG's Beauty division:

- Lookfantastic is the leading online pure-play premium beauty retailer globally;
- Following its acquisition of Acheson & Acheson and Bentley Laboratories, THG Beauty is the pre-eminent UK beauty manufacturer and product developer;
- Provides Europe's market-leading beauty box subscription service (GLOSSYBOX);
- Home to a portfolio of prestige beauty brands including ESPA, Eyeko, Mama Mio, Mio, Grow Gorgeous and Illamasqua.

NUTRITION

THG's Nutrition division:

- Includes Myprotein, the number 1 online sports nutrition brand globally;
- Leading weight management brands Idealshape and Exante, and Myvegan, Myvitamins, MP Clothing and Myprotein Pro;
- Vertically integrated through proprietary technology, content and fulfilment platforms and in-house production.

INGENUITY

THG is powered by its Ingenuity platform, which is wholly owned by THG.

Ingenuity Commerce provides an end-to-end direct-to-consumer e-commerce solution for consumer brand owners under 'Software as a Service' (SaaS) licenses. The wider THG Ingenuity division provides standalone digital services, including hosting, studio content, translation and sustainability services and beauty product development and manufacturing.

Supply Chain Key Information

THG's Modern Slavery Policy reflects its commitment to acting ethically and with integrity in all its business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in its supply chains or in any part of its business. 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 combat slavery and human trafficking.

THG sells products in over 100 countries worldwide, with products manufactured and distributed through THG-owned manufacturing and fulfilment facilities in the UK, Poland, United States and Australia.

THG has around 5,000 suppliers worldwide, with the key supplier spend being in the UK, Europe and China. The supply base is local where possible, but we access a global supply pool where appropriate. THG is implementing a program requiring all direct suppliers to be signed up to SEDEX from an ethical sourcing perspective which includes a risk assessment for all suppliers and a process for reviewing and increasing audits for higher risk suppliers.

To ensure that our suppliers act ethically and comply with our code on modern slavery, SEDEX questionnaires are required to be complete for all new and existing suppliers. These will be reviewed by THG on a regular basis, supported by site visits and additional Sedex Members Ethical Trade Audits (SMETA) where required. All multinational corporations are reviewed.

Training and Awareness

THG provides training to its key staff to ensure they understand and are aware of the risks of modern slavery and human trafficking and how they can assist in the prevention of it.

Effectiveness of Measures Taken

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 combat slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for the financial year ending 31st December 2021 for THG PLC.

Signed:



James Pochin
General Counsel and Company Secretary
THG plc

5 May 2022