

## **Science Group Modern Slavery Statement: FY23**

### **Introduction**

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes Science Group plc's slavery and human trafficking statement for the financial year ending 31 December 2023.

### **Our business and supply chains**

Science Group is an international science, engineering and technology ("SET") business. The Group provides SET services to the medical, defence, industrial, and consumer sectors, supplemented by a products division where the Group holds leading market positions in related technology sectors. Further information on Science Group's businesses can be found at <https://www.sciencegroup.com/>. Science Group's employees are based in the UK, EU, North America and China (Shenzhen and Hong Kong).

Our supply chain consists of:

- subcontractors for applied science, regulatory, advisory and product development services;
- suppliers and manufacturers of scientific, engineering and electronics products, materials, components and services;
- fabrication, machining and assembly subcontractor;
- facilities and maintenance contractors; and
- consultancy, support and professional service providers.

The majority of these suppliers are based in the UK, EEA, North America and Asia.

### **Our policies and procedures**

Science Group has a zero tolerance approach to slavery and human trafficking of any kind within our businesses or supply chains. Our internal policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place. These include:

**Governance structure:** We are committed to the highest principles of personal and professional conduct which includes a zero tolerance approach to modern slavery. Science Group is led by our Executive Chair who also leads the Board which is the main governance body of Science Group. The Board is responsible for ensuring that there is a satisfactory process in place for managing strategic, risk management, ethical and corporate social responsibility issues including modern slavery. Our ethical principles are contained within our Ethics Policy which includes specific reference to the Modern Slavery Act 2015. Our employees are required to comply with this policy.

**Whistleblowing:** Our whistleblowing policy applies to everyone working within Science Group including employees, contractors and other third parties acting on behalf of Science Group. This policy provides a mechanism for the reporting of concerns about suspected wrongdoing or dangers at work, including slavery and human trafficking violations, without fear of reprisals and it forms part of Science Group's mandatory training for all employees.

**Training:** To ensure a high level of understanding of the risks of modern slavery in our business, employees receive training on modern slavery as part of the induction process. This training refers directly to this statement and makes clear that any concerns should be reported to the Group Legal Counsel.

Recruitment and employment practices:

- Our recruitment procedures include mandatory documentation checks to ensure that all employees are over 16 and eligible to work in the applicable territory.
- As part of our recruitment policies and procedures, we only use reputable recruitment firms and comply with all relevant local laws and regulations.
- We review market related pay and rewards regularly.
- We implement initiatives to support our personnel's physical and mental wellbeing and stress. This includes cycle schemes and employee assistance programmes that provide work/life support services.

We are committed to fair employment practices for our staff.

Security: Our Chief Information Security Officer is responsible for ensuring that all employees and consultants undergo rigorous security checks to ensure that they are legally allowed to work within the UK and our businesses, thereby reducing the risk of human trafficking.

Approved suppliers: We operate approved supplier lists for scientific and technical service providers and product/equipment suppliers. All approved suppliers are subject to due diligence checks and regular reviews. We foster long-term relationships with approved suppliers, and we do not make demands nor issue instructions to suppliers that might lead to them violating human rights.

Wherever possible, the Frontier business sources required components from large multinational electronic component or manufacturing suppliers which typically have appropriate anti-slavery and human trafficking policies and processes in place. Major suppliers are members of The Responsible Business Alliance (RBA) (formerly Electronic Industry Citizenship Coalition), or assessed to the RBA's vendor assessment programme. Regular visits are carried out to key supplier sites and our Shenzhen manufacturing team are frequently co-located at our key manufacturing subcontractor sites.

Risk assessments: We recognise that certain jurisdictions, sectors and services are considered high risk and therefore all such transactions are reviewed by the Board who consider the risks and any mitigation required before approval is granted to proceed.

**Ongoing assessment**

Due to the nature of our business and the locations and sectors in which we operate, the Board considers that there is a very low risk of slavery and human trafficking in our business and supply chains. However, we will continue to review our approach and the effectiveness of our policies and procedures on an ongoing basis.

For and on behalf of the Board

Martyn Ratcliffe  
Executive Chair  
Science Group plc  
18 June 2024