Applied Nutrition plc Modern Slavery and Human Trafficking Statement

1) Introduction and Scope

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

Applied Nutrition plc ("Applied Nutrition" or the "Company") is committed to a zero-tolerance policy on modern slavery and we expect both those who work within our organisation and our external partners to adhere to and respect the highest ethical standards in working conditions. The provenance of our products is of paramount importance to us and, as our business grows, so does our responsibility to safeguard against the risk of modern slavery in our supply chain.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes the modern slavery and human trafficking statement for the Company and its subsidiaries (detailed in the following paragraph, together, the Group) in respect of the financial year ended 31 July 2025 (the year). It highlights the key activities that the Group has undertaken during the year to combat modern slavery throughout the organisation and in its supply chain.

2) Organisational structure

Applied Nutrition plc is a public limited company registered in England and Wales and listed on the Main Market of the London Stock Exchange. During the year, the Group consisted of Applied Nutrition plc, its subsidiary AN USA Holdings Inc (registered in the USA and based in Buffalo, New York), and a wholly owned dormant subsidiary Applied Nutrition Colombia SAS (registered in Colombia). The Group is controlled by the Company's board of directors and its head office is in Liverpool, England. It has approximately 400 employees, the majority of whom are based at its Liverpool and Buffalo premises. A small number of colleagues work remotely.

The principal activity of the Group is the manufacture, wholesale and retail of sports nutritional, health and wellness products. These products are designed, formulated and largely manufactured at the Group's state-of-the-art facilities in Liverpool and Buffalo, with some ingredients sourced from overseas suppliers.

3) Definitions

The Group considers that modern slavery encompasses:

- human trafficking;
- forced work, through mental or physical threat;
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- being dehumanised, treated as a commodity or being bought or sold as property, and;
- being physically constrained or having restriction placed on freedom of movement.

4) Commitment

The Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions of the Modern Slavery Act 2015. The Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Group does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the standards required in relation to its responsibilities under relevant employment legislation.

5) Supply chains

The Group's main supply chains are those related to the manufacture of raw materials used in its products. The Group's Tier 1 suppliers are based in multiple jurisdictions including the UK, Europe and Asia.

6) Potential exposure

The Group has not, to its knowledge, conducted any business with any other organisation which has been found to have involved itself with modern slavery. The Group considers its main exposure to the risk of modern slavery to exist in its supply chain. In general, the Group considers its exposure to this risk to be low; nonetheless, it has taken steps to mitigate against this.

7) Steps

In accordance with section 54(4) of the Modern Slavery Act 2015, the Group confirms that has taken the following steps during the year which seek to ensure that modern slavery is not present in its supply chains or any part of its operations: The Group requires its suppliers of raw materials to complete an Ethical Trading Questionnaire, with supporting evidence where necessary. This requires suppliers to attest that:

- employment is freely chosen;
- freedom of association and rights to collective bargaining are respected;
- working conditions are safe and hygienic;
- child labour is not used;
- living wages are paid;
- working hours are not excessive;
- no discrimination is practiced;
- regular employment is provided;
- and no harsh or inhumane treatment is allowed.

8) Policies and Training

The Group has an Ethical Trading and Modern Slavery Policy which further defines its stance on modern slavery. This is complemented by the Group's Whistleblowing Policy and other policies set out in the Employee Handbook. All Group colleagues must read these policies upon joining as part of their induction training.

This statement was approved by the board of directors of Applied Nutrition plc on 27 October 2026.

Joe Pollard
Chief Financial Officer