

## **Science Group Modern Slavery Statement: FY20**

### **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 2020.

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

Science Group is an international, science-led services and product development organisation comprising three divisions: R&D Consultancy; Regulatory & Compliance; and Frontier Smart Technologies. Further information on Science Group's businesses can be found at <https://www.sciencegroup.com/>. All of Science Group's employees are based in the UK, EEA, North America or 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;
- facilities and maintenance contractors; and
- 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 Chairman 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.

**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, all new 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 to 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 bi-annually.

- We implement initiatives to support our personnel's physical and mental wellbeing and stress. This includes cycling schemes and employee assistance programmes that provide work/life support services.

We are committed to fair employment practices for our staff.

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 and are members of The Responsible Business Alliance (formerly Electronic Industry Citizenship Coalition). Regular visits are carried out to key supplier sites and our Shenzhen manufacturing team are frequently co-located at our manufacturing subcontractors sites, although inevitably these visits were significantly reduced over the last year due to travel restrictions resulting from the Covid-19 pandemic.

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  
Chairman  
Science Group plc  
16 June 2021