



The Beauty Tech Group plc Modern Slavery Statement

Financial Year 2025

Introduction

This statement covers The Beauty Tech Group plc and The Beauty Tech Group Trading Limited (which for the purposes of this statement is the Group or we or our).

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains. We are committed 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 anywhere within our supply chains.

The Group has gathered the information to respond to the legislative requirements of this statement by engaging with key employees, including those across its supply chain and product teams, both in the UK and globally. This statement constitutes our Modern Slavery Statement for the financial year ending 31 December 2025.

Our business & our supply chain

The Group is headquartered in Cheshire, UK and designs, manufactures and distributes own-brand at home beauty technology products under its three distinct and premium brands: CurrentBody Skin, ZIIP Beauty and Tria Laser. We sell our products in the UK and worldwide, predominantly direct to consumer through our e-commerce channels but also via selected international retailers.

As at 31 December 2025, the Group employed 258 people worldwide, including in its own manufacturing operations based in the UK and US.

Our supply chain includes:

- Tier 1 manufacturers (direct suppliers), largely based in Asia, including China, Thailand and India. We have ten (10) Tier 1 suppliers;
- Tier 2 component and material suppliers, located throughout the world;
- Logistics and warehousing partners.

We also engage suppliers of other goods and services, such as marketing and e-commerce platform providers to support with our retail operations. These suppliers are based worldwide.

Our Policies

Our Employee Handbook sets out our standards and expectations in respect of the conduct of employees and our Whistleblowing Policy encourages disclosure of improper business conduct. It ensures that individuals who disclose improper business



conduct can do so safely, securely and with confidence that they will be protected and supported.

In respect of recruitment, we recruit all our employees either directly or through agencies who are members of the Recruitment and Employment Confederation, and we do not use agency workers.

From a supplier perspective, we ensure the inclusion in key supplier contracts of provisions to protect against modern slavery and human trafficking and by utilising accredited manufacturing partners and suppliers.

Our policies are reviewed and updated regularly to ensure they are in line with legal requirements and industry best practice.

Assessing and managing risk

We have a zero-tolerance approach to modern slavery and human trafficking violations and foster a culture that encourages the identification and reporting of modern slavery risks within our business. We consider the risk of slavery and trafficking within our business and supply chains as part of our enterprise risk management processes.

The Group's product team are responsible for on-going monitoring and adherence to modern slavery and child labour prevention requirements in our business and throughout our supply chain. They are also responsible for reporting any concerns to senior management and the Board.

The mechanisms by which the Group identifies and assesses modern slavery risks are primarily through its engagement with employees and suppliers. This includes, but is not limited to, on-site reviews at suppliers, and data collated as part of internal control policies and procedures, such as the Grievance Procedure and Whistleblowing Policy.

Parts of the business at risk

Our biggest current risk of exposure to modern slavery is within our product supply chain. We want to work with suppliers who are open and transparent and in light of this risk, we request that our key manufacturing suppliers allow unfettered access to their premises by our employees.

Due diligence

The Group has its own employed local staff who work at its key product manufacturers' premises and they visit other supplier premises to identify, assess, monitor and mitigate any modern slavery risks. The local teams also carry out remote background checks on our key suppliers. Since our last statement, to increase transparency with our Tier 1 suppliers, we have created a comprehensive modern slavery questionnaire for use with our Tier 1 suppliers. Initially we have rolled this out to our two main Tier 1 product suppliers. Their responses indicate that they have established formal policies prohibiting forced labour, debt bondage and human trafficking, provide written employment contracts to all workers, do not charge recruitment fees, and operate



confidential grievance mechanisms. Both suppliers have also indicated that from a monitoring and auditing perspective, they undertake regular internal audits and are also subject to external third-party audits.

As part of our approach to prevent and mitigate the risk of slavery and human trafficking, in addition to our Grievance Procedure, under our Whistleblowing Policy, we have recently introduced access to an independent confidential helpline provided by a third-party vendor where our employees can raise concerns, with the option to do so anonymously. We are not aware of any incidents of modern slavery which have taken place since our last statement was published.

We will continue to monitor and review our approach to due diligence approach with a view to continuous improvement.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide mandatory training to our UK staff. We have extended this mandatory training to our staff based outside of the UK.

Further steps

We will continue to improve knowledge and understanding of modern slavery risks in the Group's operations and supply chains, through monitoring training of employees, and, where relevant, identifying and implementing appropriate training for our Tier 1 suppliers. We will continue to review the Group's modern slavery prevention framework and will also consider ways in which we can ensure increased transparency in the organisation's operations and supply chains by seeking further disclosure of modern slavery prevention practices from our Tier 1 suppliers.

Approval of this statement

This is a statement on modern slavery and human trafficking pursuant to section 54 of the Modern Slavery Act 2015. This statement has been prepared on behalf of the Group and has been approved by the Group Board on 9 April 2026.

Signed on behalf of the Group.

Sam Glynn, CFO and COO