



RAISE THE BAR

MODERN SLAVERY ACT 2015:

SLAVERY AND HUMAN TRAFFICKING STATEMENT 2022

Our business

At Eleiko, we work to make people stronger so they can perform better - in sports and in life. For over 60 years, Eleiko has been a worldwide leader within international weightlifting, powerlifting, and strength & conditioning communities. Eleiko is uniquely certified by the IWF, IPF and Para-Powerlifting federations. Our products have been delivered to more than 180 countries and are often seen at the world's largest championships and in the most respected strength training facilities. More than 1,000 world records have been set with an Eleiko barbell.

Our core operations consist of designing, manufacturing, sourcing, and supplying strength training equipment worldwide. We operate our own factories in Sweden and work with other supply partners in Sweden, Europe, and Asia.

Organizational structure

Eleiko Group AB, headquartered in Halmstad, Sweden, acts as the parent company to wholly owned sales subsidiaries in Norway, Germany, UK, USA and Russia. The Group employs ca 200 people in total which 7 people are employed by our subsidiary Eleiko Sport Ltd in the UK. The parent company is privately owned by the Blomberg family.

Policies on slavery and human trafficking

Eleiko is an international business with employees and operations in many different countries. We acknowledge the importance of conducting international business with good governance and high ethical standards. Our policies on slavery and human trafficking are anchored around a strong governance structure including the below elements:

- **Owners' Directive:** The directive guides the work by the board of directors and is centered around the instruction that *"Eleiko's values are based on humanism and kindness through which the human being is always at the center. This includes all company stakeholders such as customers, suppliers and employees."*
- **Board of Directors:** Eleiko has appointed a professional board of directors with members with strong backgrounds in international business and development of sustainability initiatives. Eleiko's board constitutes a majority of external members, in addition to members of the owner family.
- **Family Business Network, The Polaris Initiative:** Eleiko is a member of The Family Business Network and we have pledged our commitment to the Polaris initiative. Polaris is a global movement of family businesses focused on maximizing economic, social, and environmental impact.

"Set your bar high, be kind and do more of what makes you stronger"

ELEIKO

RAISE THE BAR

- **Eleiko Code of Conduct:** Our code of conduct (Eleiko Act of Kindness) sets out the principles and framework for how we do business including policies for slavery and human trafficking. We require compliance to our code of conduct from all suppliers and regularly conduct supplier assessments to ensure adherence to our principles. All new staff is provided and trained in our code of conduct.
- **UN Global Compact:** Eleiko is a participating member of UN Global Compact which is a UN led program for companies that work to align strategies and operations with universal principles on human rights, labour, environment and anti-corruption, and work to take actions that advance societal goals. Our commitment to UN Global Compact guides us and prohibits any slavery and forced labour:

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; &

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Trough our Code of Conduct, all suppliers to Eleiko must comply with the principles of the UN's Global Compact, the UN Universal Declaration of Human Rights and the ILO's Declaration of Fundamental Principles and Rights at Work and OECD Anti-Bribery Convention. Our code of conduct outlines the minimum standards suppliers must observe even when they are more stringent than local legislation.

We also perform audits of identified high risk suppliers. We require that suppliers, contractors, distributors, and agents make every effort to comply with our Code of Conduct, which shall be part of the business agreement any supplier has with Eleiko. We are not aware of any material instances of non-compliance at this moment.

"Set your bar high, be kind and do more of what makes you stronger"

ELEIKO

RAISE THE BAR

Breaches against our Code of Conduct, policies, or applicable law can be directly reported to the company or via an anonymous whistleblower platform which is set up and administered by an independent third-party firm.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the period 2020-2021. This statement applies to the UK activities of both Eleiko Group AB and our UK subsidiary Eleiko Sport Ltd.

1st December 2021



Erik Blomberg

CEO – Eleiko Group AB

Board of Directors – Eleiko Group AB

“Set your bar high, be kind and do more of what makes you stronger”