



Frontiers' modern slavery statement

Introduction

Frontiers is committed to trading ethically, sourcing responsibly and working to prevent modern slavery and human trafficking throughout our business and supply chains.

This statement outlines the activities that Frontiers has undertaken in 2024 to combat modern slavery in our business and supply chains. This statement has been issued by Frontiers Media SA on behalf of itself and its subsidiaries (collectively **Frontiers**).

1 Our business and supply chains

Frontiers is one of the world's largest and most impactful research publishers, dedicated to making peer-reviewed, quality-certified science openly accessible. Our mission is to make science open so that scientists can collaborate better and innovate faster to deliver the solutions that enable healthy lives on a healthy planet.

Frontiers Media SA, based in Switzerland, is the headquarters of the Frontiers group. Frontiers has more than 1,200 employees worldwide and has subsidiaries in Belgium, China, Germany, Ireland, Italy, the Netherlands, Poland, Portugal, Spain, the UK and the USA.

Frontiers is in the business of publishing peer-reviewed, high-quality open access articles online. The supply chain that supports our business and enables us to provide our services is diverse. Our suppliers are located globally, ranging from small / medium enterprises to global corporates and spanning multiple industries such as production services (including typesetting services), technology services, and facilities management.

2 Policies and practices

Our business practices reflect our commitment to acting ethically and with integrity in all our business dealings and relationships and to implementing, improving and enforcing effective systems and controls to ensure that neither slavery nor human trafficking occur anywhere in our supply chains.

Our policies, processes and ethical standards, which are applicable to all employees, reflect and facilitate our determination to treat every human being with respect and dignity. Employees can escalate evidence of failure to comply with those standards, including with respect to our suppliers.

At the end of 2024, Frontiers introduced a new [supplier code of conduct](#) which is being shared with suppliers in a phased roll-out. Frontiers also adopted an anti-slavery and human trafficking policy to underline our commitment to sustainable and transparent supply chains.

3 Supply chain management

Frontiers is committed to ensuring that there is no modern slavery or human trafficking in any part of our business.

As part of this commitment, in 2024, Frontiers introduced a new framework to improve its approach to assessing risks within our supply chains. This included an in-depth review of the type of supplier goods / services provided by suppliers, the geographical location from which these goods / services were sourced and the overall annual spend at a group level.

As part of a second wave of monitoring for 2024, Frontiers sent all in scope suppliers a questionnaire which covered social, governance and environmental practices. As part of the assessment, all in scope suppliers were asked to confirm that they had no knowledge of any breaches of anti-slavery, child labor, or other forms of human trafficking laws within their businesses. In addition, all in scope suppliers received a copy of Frontiers' newly introduced *supplier code of conduct*.

Year-end key performance indicators reveal an 86% response rate for completion of the questionnaire and commitment to Frontiers' *supplier code of conduct*. In two instances, follow-up actions were identified and communicated to the relevant suppliers. After further assessment, the responses from suppliers were deemed acceptable according to our criteria.

4 Ongoing approach

Frontiers is committed to continuously improving its processes and practices in the combat against modern day slavery. As part of our ongoing efforts, we are currently seeking to embed the supplier monitoring component further into the company's procurement process. Additionally, we have initiated an internal awareness campaign to highlight this important issue among our employees. The campaign has been shared across multiple channels, including our monthly newsletter, manager updates, and webinars. We will continue to build upon these initiatives in the coming year.

Kamila Markram
Chief Executive Officer
Frontiers

30 June 2025

This statement was approved by the Frontiers Executive Committee, June 2025.