



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 an award-winning open science platform and a leading open-access scholarly publisher. Our mission is to make science open, so that all may live healthy lives on a healthy planet.

Frontiers Media SA, based in Switzerland, is the headquarters of the Frontiers group. Frontiers has over 1000 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.

Frontiers recently introduced a new *Supplier Code of Conduct* which will be shared with suppliers in a phased roll-out. In addition, 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.

This year, 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.

All in scope suppliers received 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 a 90% response rate for completion of the questionnaire and commitment to Frontiers' Supplier Code of Conduct.

4 Ongoing approach

Frontiers is committed to continuously improving its processes and practices in the combat against modern day slavery. In addition to planned development of our supplier monitoring activities, we have planned a number of other activities, including communicating the new *Supplier Code of Conduct* to all new suppliers as well as to existing ones in a phased roll-out and developing a training module for all staff.

Kamila Markram
Chief Executive Officer
Frontiers

31 January 2025

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