



ZELUS GROUP MODERN SLAVERY AND ANTI-HUMAN TRAFFICKING STATEMENT

Introduction

At Zelus Sport Holdings Limited (and our subsidiaries) (“**ZELUS**”/“**we**”/“**our**”) it is a priority to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. We are committed to improving our practices to combat slavery and human trafficking.

This statement sets out the steps we have taken to assess the risk of modern slavery relating to our business activities, identify high risk areas of our business activities, and ensure that our supply chain and other aspects of our business are free of slavery and human trafficking.

We have a zero tolerance attitude towards slavery, and we require our supply chain to comply with our values. ZELUS’ commitment to ethical practices in our operations and our supply chain begin at the highest level – from our CEO and Board of Directors.

This statement is produced pursuant to the UK Modern Slavery Act 2015.

ZELUS’ structure and business

ZELUS is the official global teamwear licensee of Nike Inc. As an official licensee, ZELUS is authorised to use Nike’s logos, brands and symbols in the design, manufacturing, distribution and sale of teamwear sports apparel and accessories globally. ZELUS sells its products to Nike, Nike’s owned retail stores, through digital platforms, to retail accounts, and through a mix of independent distributors, and to sporting teams globally.

ZELUS operates a group company structure. Zelus Sport Holdings Limited is the UK based parent company of the following subsidiaries (collectively referred to as the “**Group**”):

- **Zelus Sport Limited** (UK Entity)
- **Zelus Sport B.V.** (Netherlands Entity)
- **Zelus Sport PTY Limited** (Australian Entity)
- **Zelus Sport Inc** (US Entity)

Zelus Sport Holdings Limited is wholly owned by a structure of investment companies that do not carry on any trade or operational functions. The Group has approximately 130 employees across business functions including design, development, operations, digital, sales, finance, and legal, primarily based in UK and The Netherlands.

Our supply chains

All of ZELUS’ products are manufactured by independent contracted manufacturers. ZELUS’ supply chain is formed of approximately 100 to 150 third-party organisations. In this supply chain, we mainly work with sports apparel, equipment and accessories manufacturers, fabric and material suppliers, post embellishers, and logistics, shipping, and warehousing providers. ZELUS’ supply agreements require suppliers to comply with all local laws, including local labour laws, and

ZELUS' policies as notified to suppliers from time to time, which will include the Zelus Anti-Human Trafficking and Modern Slavery Policy and the Zelus Modern Slavery Code of Conduct.

Under our relationship with Nike Inc, ZELUS is only permitted to use Nike Inc approved suppliers who are committed to Nike Inc's policies and strict standards of sustainability and human rights, product excellence and compliance with local laws. Nike Inc's approach to modern slavery and human trafficking can be found [HERE](#).

Our policies

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Our Anti-Human-Trafficking and Modern Slavery Policy reflects 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 anywhere in our supply chains. The prevention, detection and reporting of modern slavery in any part of our business or throughout our supply chain is the responsibility of all those working for us, with us, or under our control. ZELUS' employees are required to avoid any activity that might lead to, or suggest, a breach of this statement.

Our Modern Slavery Code of Conduct ("Code") sets out the standards and behaviours that we expect all third parties within our supply chain to adhere to, including core standards relating to standards of working conditions, the prohibition of child labour, payment of fair living wages, requirements to monitor compliance with the Code, and the corrective action ZELUS may take in response to a breach of the Code. All suppliers in our supply chain are required to read, understand, and agree to the standards set out in the Code.

All employees are required to read, understand and comply in full with our Anti-Human-Trafficking and Modern Slavery Policy. We also operate a Whistleblowing Policy, which encourages our employees to report any concerns or wrongdoing which extends to any human rights violations like modern slavery. All reports will be fully investigated and appropriate remedial action taken. We review and update (as necessary) all our policies relating to modern slavery annually.

Due diligence processes for slavery and human-trafficking

ZELUS has identified our global manufacturers as an area of potential risk in relation to modern slavery and human trafficking, stemming from concerns regarding implementation of both human and workers' rights laws certain countries. ZELUS' employees and our suppliers are expected to comply with all applicable international human rights standards, national legislation, statutory requirements and labour requirements.

As part of our initiative to identify and mitigate risk, all ZELUS suppliers will be required to complete a Modern Slavery Due Diligence Questionnaire and provide their own Modern Slavery Policies (or equivalent) and commitments in this area. This is to ensure ZELUS' high risk and vulnerable areas in the supply chain and operations are identified, and necessary actions are

taken. ZELUS will also audit manufacturers at selected intervals. These assessments take the form of audit visits, both announced and unannounced, to measure compliance. As part of these audits, we will assess the risks of modern slavery and human trafficking, including the employment of vulnerable worker groups such as foreign migrants, interns and temporary workers and high-risk practices such as payment of recruitment fees or restrictions on freedom of movement.

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 intend to provide training on modern slavery to new employees as part of their induction training and, generally, refresher training to all of our employees. Our training is Company-specific with practical examples and guidance for employees depending on their role, and compliments other training provided by ZELUS. The training is mandatory.

Further steps

Following a review of the effectiveness of the steps we have already taken to ensure that there is no slavery or human trafficking in our supply chains, we intend to take the following further steps to combat slavery and human trafficking next financial year:

- We will continue to collaborate with industry experts, partners, industry associations, stakeholders and other organisations to understand, evaluate and address matters related to modern slavery and human trafficking.
- All allegations of modern slavery, human trafficking and associated activities will be taken seriously, investigated, and appropriately acted on.
- We will regularly monitor our supply chain and review our policies and processes to ensure their effectiveness in eradicating modern slavery.
- Our Anti-Human-Trafficking and Modern Slavery Policy will continue to be accessible to all employees. The policy is kept under review.
- On an annual basis, we will send communications to all suppliers reminding them of the need to ensure their continued compliance with modern slavery legislation at all times.
- Those employees who have specific responsibilities in relation to this policy will receive adequate and appropriate training.
- We will protect whistleblowers within our business and take appropriate remedial action if necessary; and
- We will continue to stay up to date with any recognised changes to the modern slavery related legislation.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's modern slavery and human trafficking statement for the financial year ending 2025. It was approved by the board on 20 February 2026.

David Seales
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David Seales

CEO/Director

Date: 26 Feb 2026