

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and outlines the steps RFE International (Group) Ltd., its subsidiaries, employees and officers of the group have taken to ensure that slavery and human trafficking is not taking place in our supply chains, or any part of our business.

This statement is made for the financial year ending June 2023.

Structure and Supply Chain

RFE International (Group) Ltd. is a global sports and fitness company specialising in the design, manufacture, marketing and sales of a comprehensive range of fitness equipment to both the commercial and home markets. Our market leading product lines include those designed and developed under license for Reebok and adidas.

RFE International (Group) Ltd. is the parent company for RFE Europa Ltd. We have a distribution network covering more than 50 countries worldwide. We employ circa 60 employees on a full-time basis, with approximately 50% of those working in our UK Headquarters (Milton Keynes).

RFE products (which are sold to consumers in the United Kingdom) are manufactured in a variety of countries from around the world, but primarily from Asia. When producing for adidas and Reebok our factories are fully disclosed within the FFC database. For own brand production we hold an internal database of factories, ensuring our stringent selection criteria are met, and maintained.

Policies on Modern Slavery

RFE are aware of the risks of modern slavery and human trafficking in global supply chains. We are contracted to adhere to adidas Group Ltd. policies; the adidas Group workplace standards prohibit forced labour, child labour or human trafficking. We also have internal documents and audit protocols to ensure we adopt a zero tolerance approach to slavery and human trafficking.

Due Diligence Process

As a requirement of our license, as a minimum we complete assessments with every factory we work with annually. The Adidas SEA (Social and Environmental Affairs) team also completes a Key Performance Indicator assessment of RFE where we demonstrate our compliance, and document proactive measures being taken towards their group 2020 Sustainability strategy.

Internally, RFE centrally file all factory and audit information for complete transparency and full disclosure of our factories, visits to them and their 3rd party audit reports.

Risk Assessment

Adidas Group Ltd. drive a country level risk appraisal of their human rights due diligence activities. RFE attend annual SEA training where we receive training and guidance of their learnings.

This in turn benefits our direct supply chain, where we can offer further training or on site discussions, ensuring full understanding and correct implementation of the necessary policies.

Measuring Effectiveness

To date we have no reports or concerns raised. All factories have the details of our whistleblowing hotline number where they can report any concerns (of any nature). Posters are on display throughout every factory. We also have regular visits to factories (some with employees primary place of work being on site). These members are trained to review and report any concerns.

Training for Staff

Our employees are required to work in accordance with our core values and principles outlined in our staff handbook. All staff receive a hard copy of this document when they join the company, and training is delivered by line managers as part of the company induction.

Any company contracted by RFE are expected to implement additional specific training to their own employees.

For those working in direct contact with the factories then RFE offer support and guidance to ensure basic understanding of the Modern Slavery Act.

Looking forward we will continue to embed and evolve the way we identify and mitigate modern slavery and human trafficking risks in our business and supply chain. We commit to raising awareness of modern slavery and human trafficking prevention amongst key stakeholders.

This statement was approved by the Board of RFE Europa Ltd.

A handwritten signature in black ink, appearing to read 'Patrick Hooper', written over a horizontal line.

Patrick Hooper

CEO

1st July 2022