



## **Modern Slavery Statement for Financial Year 2018/19**

**(covering the period from 1 April 2018 to 31 March 2019)**

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that Life Fitness (UK) Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Life Fitness has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### Our Business

Life Fitness, based in Queen Adelaide, Cambridgeshire since 1992, is dedicated to the sale and supply of fitness equipment as well as creating solutions to help people lead active and healthy lives. For more than 45 years, Life Fitness has been dedicated to creating fitness solutions that benefit both facilities and exercisers. Today, as part of Brunswick Corporation, we operate in over 120 countries; employ more than 1800 people worldwide; and boast an incredible portfolio of brands that now includes Life Fitness, Cybex, ICG, and SCIFIT. Globally, we're a market leader in fitness.

We manufacture and sell fitness equipment worldwide, through a variety of direct offices as well as distributors. Our awarding-winning manufacturing sites are in USA, Hungary and various locations across Asia. We sell into a variety of establishments including local authorities, emergency services, professional sports clubs, hotels, holiday parks, corporate and residential sectors.

The majority of our products are purchased through our parent company, who either manufactures the products from our production plants or controls the purchasing agreement with our suppliers, ensuring material compliance with the Modern Slavery Act.

The purchase of any other product is controlled by the Life Fitness Product Management team to ensure that we meet the Company's rules.

Our organisation is committed to ensuring that our suppliers adhere to the highest standards of ethics. Locally agreed suppliers are required to confirm on a yearly basis that they provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labour. Any serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship.

### Our Policies

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- Whistleblowing policy – the organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities or the supply chains of the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can use our confidential helpline.
- Employee code of conduct – the organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- Recruitment/agency workers policy – the organisation uses only specified, reputable employment agencies to source labour and verifies the practices of any new agency it is using before accepting workers from that agency.
- California Transparency Statement (Appendix A) – this California statute requires retailers and manufacturers to disclose “efforts to eradicate slavery and human trafficking from their direct supply chains for tangible goods offered for sale.” Brunswick Corporation is an ethical enterprise and expects its employees and suppliers to engage in lawful and ethical business practices.

### Our Suppliers

Life Fitness UK works with a pre-agreed preferred supplier list, controlled and maintained by our parent company Brunswick. We conduct due diligence on suppliers before allowing them to become a preferred supplier.

As part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. They pay their employees at least the national minimum wage / national living wage (as appropriate)
4. We may terminate the contract at any time should any instances of modern slavery come to light.

### Training

The organisation trains its employees in a variety of areas, including ethical business conduct. Employees and management participating in the Company's international trade and supply chain are trained regarding the risks of doing business in high-risk countries and/or with high-risk trading partners, including risk mitigation efforts. The Company maintains a Supplier Code of Conduct that sets forth supplier responsibilities and consequences, including related to labour and human rights. In addition, the Code of Conduct states that employees may be disciplined, up to termination of employment, for

failure to abide by the Code. The Company maintains a robust ethics and compliance programme which encourages reporting and is designed to identify and promptly address unethical or unlawful business practices, including labour practices.

Approval for this Statement

This statement was approved by:

Name (Director)     *DANNY OLIVER*

Signature             

Date                     *3/5/19*

## Appendix A



In January 2012, the California Transparency in Supply Chains Act went into effect. This California statute requires retailers and manufacturers to disclose “efforts to eradicate slavery and human trafficking from their direct supply chains for tangible goods offered for sale.” Brunswick Corporation (“Brunswick” or “Company”) is an ethical enterprise and expects its employees and suppliers to engage in lawful and ethical business practices. The use of slave labor or human trafficking in the manufacture of Brunswick products or components supplied to the Company is unethical and unacceptable.

Brunswick supply agreements require suppliers to manufacture and supply products in compliance with applicable laws, regulations and industry standards. This comprehensive provision, coupled with the [Brunswick Code of Conduct](#), confirm the Company’s commitment to lawful and ethical practices, including labor practices. Supply agreements entered into after January 2012 will include a provision specifically requiring suppliers to comply with all applicable laws related to slavery and human trafficking and to certify that the supplier and its products comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business. Brunswick supply agreements require suppliers to warrant their compliance with applicable laws, regulations and industry standards.

Brunswick validates and approves its Tier 1 suppliers based on a variety of criteria. Brunswick uses a variety of means, including Company conducted audits, to verify and evaluate its supply base. Supplier compliance with applicable laws, regulations and industry standards is among the items audited by the Company. Brunswick does not currently engage a third party in the supply chain verification process to specifically evaluate and address the risks of human trafficking and slavery.

The Company trains its employees in a variety of areas, including ethical business conduct. Employees and management participating in the Company’s international trade and supply chain are trained regarding the risks of doing business in high risk countries and/or with high risk trading partners, including risk mitigation efforts. The Company does not maintain internal accountability and procedures for employees or contractors related to failing to meet standards specifically regarding slavery and human trafficking. However, the Company maintains a robust ethics and compliance program which encourages reporting and is designed to identify and promptly address unethical or unlawful business practices, including labor practices.