



FA GROUP SLAVERY AND HUMAN TRAFFICKING STATEMENT

1. The FA Group

1.1. The FA Group is comprised of the following three companies:

1.1.1. **The Football Association Limited (“The FA”)**: The FA is the governing body of football in England and is the national association recognised by FIFA (Fédération Internationale de Football Associations) and UEFA (Union des Associations Europeene de Football) for England.

Further information is available at: <http://www.thefa.com/about-football-association/what-we-do>

1.1.2. **Wembley National Stadium Limited**: The new Wembley Stadium officially opened at the 2007 FA Cup Final, and stages a range of events including top level international and domestic football, other sports events and concerts.

Further information is available at: www.wembleystadium.com

1.1.3. **National Football Centre Limited (“St George’s Park”)**: St George’s Park is the training base for the 24 England teams.

Further information is available at: <http://www.thefa.com/st-georges-park>

1.2. The FA Group carries out a broad mix of activities ranging from regulatory functions to the staging and operation of events. The FA Group is not for profit and its revenues are reinvested back into football.

2. FA Group Supply Chain

2.1. The FA Group supply chains involve third party suppliers of goods and services required for Venue, Event, Commercial and Broadcasting Operations.

2.2. These supply chains include suppliers of the following categories of goods and services:

2.2.1. Audio/Visual Equipment; Broadcasting Services; Catering Services; Consultancy Services; Construction; Couriers; Education and Training; Entertainment; Financial Services; Food and Beverages; Football Operations; Insurance Services; IT Services/ Equipment/Software and Hardware; Kit and Equipment; Legal Services; Maintenance Services; Marketing/Design



Patron
Her Majesty The Queen
President
HRH The Duke of Cambridge KG

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Services; Medical Treatment and Supplies; Merchandise; Office Supplier and Sundries; Photography; Pitch Care/Maintenance Services and Products; Printing/Print Related Services; Professional Services; Recruitment Services; Security Services; Travel and Accommodation; and Utilities.

3. FA Group Slavery and Human Trafficking Policies

- 3.1. We are committed to making sure that, by implementing and enforcing effective systems and controls, our supply chains are free from modern slavery and/or human trafficking.
- 3.2. Our FA Group Procurement Policy (the “**Policy**”) reflects our commitment to acting ethically and with integrity in all our business relationships. In order to support our commitment to zero tolerance against slavery and human trafficking we have reviewed and updated the Policy with the assistance of a firm of specialist Procurement Consultants. The recommendations which came out of this review (referred to below) will help us to ensure that the procedures we have in place to identify and mitigate any human trafficking and slavery risks within our supply chain are as effective as they can be. The Policy applies to all FA employees; contractors; consultants and/or any persons acting on their behalf.

4. FA Group Due Diligence Processes

Suppliers

- 4.1. Following the review referred to in paragraph 3.2 above and in addition to our existing due diligence procedures, we will identify and mitigate risk by:
- 4.1.1. Requiring all of our existing and prospective suppliers involved in tendering processes to make a positive affirmation that they do not, and their tier 1 suppliers do not, endorse, enable or facilitate human trafficking or slavery within their business. All of our suppliers will also be informed of our zero-tolerance policy to human trafficking and slavery. Failure by an existing supplier to provide a positive affirmation will lead to an investigation that may result in the termination of that supplier’s relationship with The FA;
 - 4.1.2. Amending our supplier on-boarding process and standard terms and conditions to include an express obligation that compels all suppliers to comply with applicable anti-slavery and anti-human trafficking legislation; and
 - 4.1.3. As per paragraph 5 below, providing training to the business on:

4.1.3.1. relevant anti-slavery and anti-human trafficking legislation; and

4.1.3.2. additional measures such as the use of supplier pre-qualification tools and supplier audits in areas of risk.

Licensees

4.2. The FA operates its own extensive merchandise licensing programme which sees it licence the use of its identity, trade marks and other properties to third parties to brand or publicise various different goods and services.

4.3. The FA's agreements with its licensees (the "**Agreements**") require them to ensure that they comply with (and ensure that all of their sub-contractors comply with) international fair labour practices as established by the International Labour Organisation.

4.4. The Agreements also contain clauses which allow The FA to access any premises occupied or controlled by its licensees (and, where relevant, any of their sub-contractors) to monitor compliance with the provisions referred to in paragraph 4.3 above.

4.5. In addition to the above we also stipulate that our licensees must maintain records of the age, hours worked and wages paid for each worker and make such records available to The FA upon request.

Service Providers

4.6. The FA's standard services agreement requires all service providers to warrant that they will provide the relevant services in accordance with the provisions of the Modern Slavery Act 2015.

5. Whistleblowing & Training

5.1. We are committed to providing a framework through which FA Group employees are able to raise a whistleblowing concern made in the public interest. This policy is designed to support employees to raise such concerns (including concerns regarding any breach of the Policy) at an early stage and in a way which brings about timely and proportionate investigation and action, as required.

5.2. To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will be providing training to our staff on this subject.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the FA Group's slavery and human trafficking statement for the financial year ending 31 July 2016.

Martin Glenn

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Martin Glenn

Chief Executive Officer

For and on behalf of The FA Group

Date: 31 January 2017