



## 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 music concerts.

Further information is available at: [www.wembleystadium.com](http://www.wembleystadium.com)

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



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

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### **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, including our commitment to zero tolerance against slavery and human trafficking. The Policy applies to all FA Group employees; contractors; consultants and/or any persons acting on their behalf.

### **4. FA Group Due Diligence Processes**

#### ***Suppliers***

- 4.1. We 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 are also 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. including in our supplier on-boarding process and standard terms and conditions an express obligation that compels all suppliers to comply with applicable anti-slavery and anti-human trafficking legislation; and
  - 4.1.3. ensuring additional measures are put in place, 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**

We are committed to providing a framework through which the 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.

#### **6. Chartered Institute of Procurement and Supply ("CIPS") Corporate Ethics Register and Training**

The FA Group is listed on the CIPS Corporate Ethics Register (<https://www.cips.org/employers/ethical-services/corporate-ethics-register/>), demonstrating the FA Group's commitment to taking proactive steps to safeguard against unethical conduct in procurement and supply chain management. As part of this commitment, all FA Group procurement team members with responsibility for sourcing, supplier selection and/or supplier management are required to undertake CIPS ethical procurement and supply training and an accompanying assessment on an annual basis.

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 2021.



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Mark Bullingham  
**Chief Executive Officer**  
**For and on behalf of The FA Group**  
Date: 20 January 2022