

HR Policies

Modern Day Slavery Policy

Version 1.0



ENGLISH FOOTBALL LEAGUE SPONSOR



OFFICIAL BREWING PARTNER



OFFICIAL KIT PARTNER

FLEETWOOD TOWN FOOTBALL CLUB



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Version Control Sheet

Revision History

Date	Summary of Changes	Changed by	Version

Document Reviewers

Name	Title	Date	Version

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POLICY OVERVIEW

Modern Day Slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

Fleetwood Town Football Club (FTFC) is committed to acting ethically and with integrity in all of our business dealings and relationships and has a zero-tolerance approach to modern slavery. In our continued efforts to achieve this, we have sought to implement and enforce effective systems and controls to ensure modern day slavery and other forms of unethical activities are not taking place anywhere in our own business or in any of our supply chains. This policy applies to all persons working for us or on our behalf in any capacity.

Training

Training and/or guidance on the applicable policies and on the risk that the business faces from modern slavery in its supply chains, is provided where relevant. Breaches of our applicable policies may result in disciplinary action for employees or other individuals working on our behalf.

Supply Chains & Diligence

Through our own practices, and those of our chosen partners and suppliers, FTFC remains committed to ensuring there is transparency in our business and in our approach to tackling modern slavery.

We expect all of our contractors, suppliers and other business partners to achieve and retain the same high standards as we do: we believe taking a risk-based approach when assessing our relationship with such parties ensures FTFC continuously achieves these objectives above, while having regard to the nature of our partners' and suppliers' activities, products or services, locations and other relevant factors, including their own values, during the approval process.

Furthermore, as part of our contracting processes and when tendering for relevant goods or services, we require suppliers to comply with all applicable laws, statutes, regulations, and codes from time to time in force in relation to performance of the services. This includes, where relevant, those relating to anti-slavery and human trafficking and the Modern Slavery Act 2015. Suppliers are also encouraged to implement reasonable due diligence procedures for its subcontractors, and suppliers and other relevant participants in its supply chains, to ensure that there is no slavery or human trafficking in its supply chains. In certain instances, we may also reserve the right to approve such secondary parties ourselves in advances.

Assessment Of Effectiveness

In order to assess the effectiveness of the measures we ensure policies and procedures in relation to modern slavery and human trafficking are regularly reviewed.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.



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