

Anti-Slavery and Human Trafficking Statement



The Football Association Premier League Limited ("**Premier League**", "**we**" or "**our**") is committed to the highest standards of professionalism, ethical behaviour and integrity in everything we do and to contributing to the wellbeing of communities around the world.

This is our tenth statement in respect of the anti-slavery and human trafficking measures implemented across our business during our financial year ending 31 July 2025 ("**FY 24/25**") and is made pursuant to section 54(1) of the Modern Slavery Act 2015 ("**MSA**").

1. Our Organisation

We are the organising body of the competition currently known as the Premier League (the "**Competition**"), with responsibility for its Rule Book and the centralised broadcast and other commercial rights. The Competition is the leading professional football league competition in England. It was formed on 20 February 1992 and has been the top division of the professional football league in England since Season 1992/93.

We are structured as a private company that is wholly owned by its 20 member clubs who make up the Competition at any one time ("**Clubs**"). Each Club holds one share, as well as one special share which is held by the Football Association. Each Club is independent, working within the rules of football, as defined by the Rule Book, The Football Association, UEFA and FIFA, as well as being subject to English and European law.

We work proactively and constructively with the Clubs and other football authorities to improve the quality of football, both in England and across the world. Our core values see us aim to be ambitious, inspiring, connected and fair. Our values influence the way we think, communicate, and behave as an organisation and govern the interaction we have with the world around us.

In recent years, we have expanded internationally via subsidiaries in the United States of America, the People's Republic of China and India. We are also bringing our international media content production and distribution business in-house and have incorporated a wholly owned subsidiary of the Premier League, Premier League Studios Limited ("**Studios**") to operate that business. Studios was incorporated during FY 24/25 but will not become fully operational until 1 June 2026.

Whilst these subsidiaries do not require their own statements under the MSA for FY 24/25, their current and envisaged activities form part of our overall operations and supply chain and so this statement explains the anti-slavery and human trafficking measures being implemented accordingly.

2. Our Supply Chain

Our supply chains include suppliers of the following products and services:

- Audio-visual equipment/service
- Broadcasting services
- Catering products and services
- Consultancy services
- Couriers
- E-commerce
- Maintenance services
- Marketing/advertising/design services
- Photography
- Professional services
- Property and facilities management services (particularly in respect of Studios)

- Educational services
- Financial services
- Food and beverages
- Football operations
- Insurance services
- IT equipment/software/hardware services
- Recruitment services
- Security services
- Supplies for our offices
- Training services
- Travel and accommodation services
- Utilities

We continue to assess the risk of modern slavery and human trafficking occurring in our core business to be low. The majority of our supply chain consists primarily of service providers whose employees have qualifications and skills unlikely to be exploited through forced labour. However, we recognise that modern slavery can occur in any sector and that we are expanding into areas where the modern slavery risk is higher, such as e-commerce, international jurisdictions (such as China and India) and building the production facilities required for Studios.

Accordingly, we are implementing additional measures steps to ensure that modern slavery risk in these areas is mitigated appropriately. For example, we have ensured that independent factory audits are conducted on the suppliers within the supply chain of our e-commerce platform. More generally, we have also reviewed procurement and contracting processes across our business (including our international operations) to ensure they remain proportionate to the level of risk, and undertake enhanced diligence checks on suppliers in higher risk categories, where appropriate.

3. Anti-slavery and Human Trafficking Policy

We do not tolerate modern slavery or human trafficking in our organisation or in our supply chain. We comply with all applicable labour laws relating to working terms and conditions, including pay, and we place great emphasis on the fair and equal treatment of all our staff. All our UK-based staff (including agency workers) are paid at least the London Living Wage.

Our Anti-Slavery and Human Trafficking Policy (the "**Policy**") makes clear our zero-tolerance approach to modern slavery and human trafficking. The Policy applies to us, our international subsidiaries and Studios.

It shows our commitment to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere in our own business or in any of our supply chains. The Board of Directors has overall responsibility for ensuring the Policy complies with our legal and ethical obligations, and that all those under our control comply with it.

4. Training and Awareness

We provide mandatory training to staff on the Policy and on the risk that the business faces from modern slavery and human trafficking in its supply chains. As part of our induction process, all new staff (including staff of our international subsidiaries) are required to complete an interactive online learning module which provides context as to how the crimes of modern slavery and human trafficking may be committed. All staff must periodically complete a refreshed version of this module. This happened most recently in August 2024, and is next scheduled for delivery in August 2026. This module also highlights potential warning signs for individuals to be aware of.

In our ninth statement, we referenced the appointment of a Head of Procurement tasked with (amongst other things) identifying and managing modern slavery risk in new procurements. Our Procurement Team has grown this year, reflecting the expansion of our business more generally. The Procurement Team are members of the Chartered Institute of Procurement and Supply

(CIPS) who, in addition to the standard training noted above, undergo enhanced modern slavery and human trafficking training including on ethical sourcing and human rights.

5. Whistleblowing

In order to support and bolster the effectiveness of the Policy and the accompanying training, we have in place a whistleblowing hotline and web-based reporting service ("**Whistleblowing Service**"). The Whistleblowing Service is accompanied by a bespoke Whistleblowing Policy which was reviewed and refreshed in January 2026.

In August 2024, we provided mandatory training to all staff on the Whistleblowing Policy (including staff of our international subsidiaries). This training will be refreshed and delivered to all staff (including Studios staff) in 2026.

This mandatory training - together with our Whistleblowing Champion at Board level - further embeds the importance of whistleblowing within our business and increases the visibility of whistleblowing throughout the business. The Whistleblowing Policy incorporates the roles and responsibilities of our Board Whistleblowing Champion.

While we actively encourage a culture of openness within our business, the Whistleblowing Service provides staff with a secure means of communicating concerns and protected disclosures, with the option to do so anonymously. There were no instances of modern slavery reported during FY 24/25.

6. Safeguarding

We aim to adopt the highest possible standards and take all reasonable steps to safeguard the children and adults at risk ("**Vulnerable Groups**") we engage with. We recognise our duty to promote the welfare and wellbeing of Vulnerable Groups, to protect them from harm and to respond to abuse, exploitation and safeguarding concerns when they arise. We are committed to providing a safe environment where Vulnerable Groups feel safe, valued and respected.

We have a well-established Safeguarding Team and a designated Board level Safeguarding Champion. We have procedures and guidance in place underpinned by education to ensure that staff recognise what constitutes poor practice and abuse, and their responsibilities to respond appropriately. Our Safeguarding Team is subject to periodic independent audits and our Safeguarding Policy, which is applied across our supply chain, is refreshed annually and approved by our Board. It is available via the following link: <https://www.premierleague.com/safeguarding>.

7. Procurement and Contracting

We expect all our consultants, contractors, suppliers and other business partners (together "**Suppliers**") to adopt the same high standards that we adhere to.

Our standard terms and conditions for Suppliers requires compliance with the MSA. We seek to include a provision that allows us to immediately terminate our agreements with Suppliers if they fail to comply with the MSA. In the context of our international operations, our terms and conditions are also tailored to local modern slavery risk and legislation.

As part of the process of identifying and assessing any actual or potential involvement in modern slavery or human trafficking in our supply chain, we require those employees responsible for procuring services to consider the risk of potential issues relating to modern slavery and human trafficking through our supplier onboarding process. Our expanded Procurement Team is available to support employees in all our international offices.

We use a specialist third-party to undertake enhanced diligence to assess certain Suppliers prior to contracting with them for their services. This involves rigorously screening Suppliers before

delivering a report exposing any adverse media or other relevant information associated with that Supplier. This allows us to make an informed assessment, obtain further information and introduce additional safeguards, such as ongoing monitoring, where necessary.

Whilst no instances of modern slavery were identified in our supply chain during FY 24/25, we recognise the need to ensure that our procurement and contracting processes remain proportionate to the risk of modern slavery and human trafficking that exists in our organisation and our supply chain as we continue to expand. As a result, our processes have been reviewed during FY 24/25 with updates scheduled for FY 25/26.

8. Assessment of Effectiveness

This statement constitutes our anti-slavery and human trafficking statement for FY 24/25. We will continue to assess the effectiveness of the measures we take, and we will regularly review and refine our policies and procedures, and the mandatory training provided to staff, in relation to modern slavery and human trafficking and will include updates on any actions we take in future statements.

We have summarised performance against the key aims set out in our ninth statement as follows:

FY 23/24 aims	FY 23/24 progress
Continue to closely review and update, where appropriate, our Supplier due diligence and contracting processes to ensure that modern slavery and human trafficking is not taking place anywhere in our own business or in any of our supply chains.	We have reviewed our procurement and contracting processes during FY 24/25, with updated policies and processes to be finalised during FY 25/26.
Offer localised modern slavery and human trafficking training to staff in our China and India offices.	Staff of our international subsidiaries have received modern slavery and human trafficking training. In addition, we have identified specialist training providers to deliver localised modern slavery and human trafficking training to staff of our international subsidiaries during 2026.
Review the supply chains of our international offices to identify any modern slavery and human trafficking risk and conduct enhanced due diligence on those Suppliers.	Our standard procurement and contracting processes – including central oversight and the use of standard terms and conditions – have been applied consistently across our international operations. Our Procurement Team has also expanded to support and monitor our international operations. Enhanced diligence has been conducted on higher risk suppliers

9. Looking to the Future

Over the next year, we shall:

- embed the updated procurement and contracting processes within our business;

- deliver:
 - via a specialist third party, localised modern slavery and human trafficking training to staff of our international subsidiaries;
 - mandatory training to all staff in August 2026;
- implement appropriate modern slavery and human trafficking processes within Studios once it becomes fully operational.

We will report against these aims in our statement for FY 25/26.

This statement has been approved by the Football Association Premier League Limited's Board of Directors on 16 January 2026. A revised statement, detailing the steps taken and improvements made, will be published on the Premier League's website each year at www.premierleague.com.



ALISON BRITTAIN
Chair

