



FA GROUP SLAVERY AND HUMAN TRAFFICKING STATEMENT

1. The FA Group

The FA Group is committed to ensuring we have in place robust processes and practices to combat slavery and human trafficking. The FA Group is comprised of the following three companies:

- **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>
- **Wembley National Stadium Limited**: Wembley Stadium 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
- **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>

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 our revenues are reinvested back into football.

This statement sets out the steps that the FA Group has taken during the financial year ending on 31 July 2025 to prevent modern slavery and human trafficking in our supply chains and business generally.

2. FA Group Supply Chain

The FA Group supply chains involve third party suppliers of goods and services required for venue, event, commercial and broadcasting operations.

These supply chains include suppliers of the following categories of goods and services: audio/visual equipment; broadcasting services; catering services; cleaning 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.

3. FA Group Slavery and Human Trafficking Policies

The FA Group is 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.



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The FA Group Sustainable Procurement Strategy (the “**Strategy**”) reflects the FA Group’s commitment to acting ethically and with integrity in all of our business relationships, including a commitment to zero tolerance against slavery and human trafficking. The Strategy applies to all FA Group employees; contractors; consultants and/or any persons acting on their behalf.

4. FA Group Due Diligence Processes

Suppliers

The FA Group identifies and mitigates risk by:

- requiring all of our existing and prospective key suppliers¹ 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 key suppliers are also informed of the FA Group’s 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 Group;
- including in our supplier on-boarding process and standard terms and conditions an express obligation that compels all key suppliers to comply with applicable anti-slavery and anti-human trafficking legislation; and
- ensuring additional measures are put in place, such as the use of supplier pre-qualification tools and supplier audits, in areas of risk.

Licensees

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

The FA Group’s agreements with our licensees (the “**Agreements**”) customarily 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. The Agreements where relevant also contain clauses which allow the FA Group to access any premises occupied or controlled by our licensees (and, where relevant, any of their sub-contractors) to monitor their compliance.

In addition to the above, the FA Group also customarily stipulates 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 Group upon request.

Service Providers

¹ For the purposes of this Statement, ‘key suppliers’ shall mean those suppliers with whom The FA spends £50,000 and over.

The FA Group's standard services agreement requires all service providers to commit to provide the relevant services in accordance with the provisions of the Modern Slavery Act 2015.

5. Whistleblowing

The FA Group is 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. Recruitment

The FA continues to take steps to ensure that modern slavery and human trafficking are not taking place within our business. In the reporting period, The FA has continued to carry out 'right to work' checks on all new employees to ensure that they are legally entitled to work in the UK. This helps prevent modern slavery and human trafficking from taking place across The FA's workforce.

7. Safeguarding

Safeguarding is part of The FA's core role to create a safe and inclusive environment throughout football in England. It's about working collectively to create ever-safer football environments, prevent abuse in all its forms and respond to concerns robustly. This work is documented in the FA's published strategies and annual reviews <https://www.thefa.com/football-rules-governance/safeguarding/annual-reviews>.

The FA has a full-time team of safeguarding professionals supporting affiliated football and all FA-related activity. Within this team, some of the personnel drive preventative measures via policy, standards, education and the sharing of safer working practice. They also support the national network of approximately 8,500 Designated Safeguarding Persons (DSPs). The DSPs work across men's and women's professional, semi pro and grassroots football and their role includes taking preventative safeguarding measures, promoting safer working practice and making referrals to the appropriate authorities. The FA's safeguarding team also works closely with The FA Survivor Group to ensure that those with lived experience are influencing present day safeguarding work, alongside independent safeguarding professionals.

In parallel, another part of The FA team manages referrals and reported concerns. These personnel comprise safeguarding professionals with significant experience in social work, policing, probation service and legal practice in relation to child protection in sport. In relation to investigations, they work with statutory agencies, and where appropriate the County FAs and women's or men's professional clubs. They assess people who pose, or may pose, a risk of harm and put in place safeguards.

For further information, see The FA's policies:

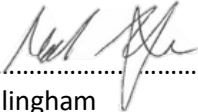
- Football's Safeguarding Children Policy, 2025
- Adult Welfare and Safeguarding in Affiliated Football Policy and Procedures, 2025

<https://www.thefa.com/football-rules-governance/safeguarding/section-1-footballs-safeguarding-framework>.

8. 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 2025.



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Mark Bullingham

Chief Executive Officer

For and on behalf of The FA Group

Date: 30th March 2026