

MODERN SLAVERY STATEMENT

ORGANISATION

This statement applies to Sutton United Football Club (referred to in this statement as ‘the Organisation’). The information included in the statement refers to the financial year 31 December 2024

A) DEFINITIONS

The Organisation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

B) COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in United Kingdom, and in many cases exceeds those minimums in relation to its employees.

C) ORGANISATIONAL STRUCTURE

The Head office is based in the West Midlands - the organisation is controlled by a board of Directors

The main activity carried out by the business is the delivering football and physical activities for our local community

The labour supplied to the Organisation in pursuance of its operation is wholly carried out in the United Kingdom region West Midlands.

D) ORGANISATIONAL POLICIES

The Organisation has the following policies which further define its stance on modern slavery, anti-slavery policy, recruitment and selection policy supplier code of conduct;

E) ASSESSING AND MANAGING RISK

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

F) DUE DILIGENCE IN RELATION TO MODERN SLAVERY

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

G) TRAINING

The Organisation provides the following training to staff to effectively implement its stance on modern slavery, induction training, training on modern slavery and anti-slavery policies.

H) MONITORING AND EVALUATION

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation training employees and developing policies to manage risks.

I) STEPS

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- reviewing your supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- measures in place to identify and assess the potential risks in its supply chains;
- any actions taken to embed a zero tolerance policy towards modern slavery;

J) MODERN SLAVERY COMPLIANCE OFFICER

The Organisation has a Modern Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of last review: 27th March 2026

