



WATFORD FOOTBALL CLUB

MODERN SLAVERY & HUMAN TRAFFICKING POLICY STATEMENT

INTRODUCTION

We do not and will not tolerate modern slavery or human trafficking in our organisation or in our supply chain. This statement sets out the steps that we have taken and will take to eliminate, as far as possible, the risk of modern slavery and human trafficking taking place.

OUR GROUP STRUCTURE AND BUSINESS

Hornets Investment Limited is the parent company of Watford Association Football Club Limited. Watford Association Football Club Limited is an English Football League Championship football club.

OUR SUPPLY CHAINS

Our supply chains include suppliers of IT and other office equipment, food and beverage suppliers, retail suppliers, security and cleaning services; and digital media suppliers.

Our primary business relationships with third party companies are in the United Kingdom (UK).

OUR POLICIES ON MODERN SLAVERY AND HUMAN TRAFFICKING

Our Modern Slavery and Human Trafficking policy confirms our commitment to act ethically and with integrity in all our current and future business relationships. The policy confirms our intention to implement and effect systems to eradicate the risk of modern slavery and human trafficking taking place within our business and/or supply chains.

SUPPLIER ADHERENCE TO VALUES AND ETHICS

In endeavouring to ensure that modern slavery and human trafficking is not associated with our business, we now require key suppliers to provide us with details of their organisation's Modern Slavery Policy Statements or, where they are not required to produce such

statements, we ensure that such suppliers affirm to us that they do not endorse, enable or facilitate human trafficking or slavery within their business.

In addition to the above we also include provisions within our commercial contracts to ensure that suppliers understand our commitment to our policy; and that they take all reasonable steps to eliminate the possibility of modern slavery and human trafficking taking place in our supply chain.

ONGOING DUE DILIGENCE PROCESSES FOR PREVENTING MODERN SLAVERY AND HUMAN TRAFFICKING

We continually monitor existing suppliers and relationships to ensure that risks are mitigated.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

TRAINING

To ensure all staff are aware of the risks of modern slavery and human trafficking to our business and within our supply chains, we deliver training to relevant personnel.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's modern slavery and human trafficking statement for the financial year ending 30 June 2021 as approved by the Board.

COVID-19

We understand that some workers may be more vulnerable to modern slavery during the Covid-19 pandemic. We adopted government guidelines for Covid-19 secure workplaces and paying statutory sick pay in order to prevent the spread of Covid-19. Our staff have been and continue to have access to our grievance procedures.

Signed on behalf of the Board by: Scott Duxbury



Watford Association Football Club Limited