



Preston North End Football Club

Modern Slavery & Human Trafficking Statement

2023 – 2024

Preston North End Football Club (this incorporates the Academy and Preston North End Community & Education Trust) and will be referred to throughout the document as 'the Club'.

This statement is published in line with section 54 (1) of the Modern Slavery Act 2015.

Our commitment to the principles of the Modern Slavery Act 2015

The Club is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Our supply chain

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains. Our supply chains are limited and we procure goods and services from a range of UK suppliers.

Our policies in relation to the Modern Slavery Act 2015

The following policies are available to all staff via the internal P Drive or by accessing the Employee Handbook.

- Code of Conduct
- Whistleblowing Policy
- Low-Level Concern Policy
- Inappropriate Behaviour (Bullying and Harassment Policy)
- Equality, Diversity & Inclusion Policy
- Safer Recruitment

Embedding the principles

We will continue to embed the principles through:

- Providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Continuing to take action to embed a zero tolerance policy towards modern slavery.
- Ensuring that all staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practice.
- Making sure the Club procurement strategies and contract terms and conditions include references to modern slavery and human trafficking.

Effective Date	April 2022
Approved by	Peter Ridsdale, Owner's Representative and Executive Director
Approved by	Tom Drake, Chief Executive Officer, Preston North End Community and Education Trust
Reviewed date	October 2023
Next review date	October 2024