

## England and Wales Cricket Board Limited: Modern Slavery and Human Trafficking Statement

### About this statement

The England and Wales Cricket Board Limited (the ECB) is responsible for the management and development of every form of cricket in England and Wales, for men, women and children.

The ECB believes that slavery and human trafficking have no place in cricket. As part of its ongoing mandate to improve the organisation of cricket in England and Wales, the ECB is committed to combatting slavery and human trafficking, both in England and Wales and across the world.

This is a statement of the steps that the ECB has taken in the financial year ending 30 April 2020 (the "Reporting Period") to ensure that slavery and human trafficking is not taking place in our business or in our supply chains. Reviewed and approved by the ECB Board, this Modern Slavery Statement is made in accordance with section 54 of the Modern Slavery Act 2015.

### Supply chains

The ECB contracts with third parties to provide goods and services to allow it to carry out its role. Some of the ECB's suppliers are local while others are engaged on a global scale.

The ECB acknowledges that slavery and human trafficking exist in some of the jurisdictions in which partners and suppliers operate. The ECB remains committed to taking steps to try to ensure that its partners and suppliers, who meet the threshold prescribed by section 54 of the Modern Slavery Act 2015, have published modern slavery statements setting out the ways in which they are working to combat modern slavery and human trafficking.

### Preventing slavery and human trafficking

The ECB is committed to taking measures aimed at trying to ensure that its supply chains are free from human trafficking and slavery. Modern slavery and human trafficking are complex problems, with multiple social and economic drivers, and the ECB is committed to being part of the solution.

In the Reporting Period, the ECB has carried out checks on all employees to ensure that they are legally entitled to work in the UK and inserted clauses into certain contracts to require suppliers to comply with their obligations in relation to preventing modern slavery and human trafficking.

### Policies and Reporting

The ECB is committed to ensuring that all its people understand what modern slavery is, the circumstances in which it may occur, are educated about the risk indicators and are equipped to identify instances of possible slavery and human trafficking. The ECB aims to foster a culture, and provide a framework, for staff to report any concerns surrounding slavery and human trafficking. The ECB already has a Whistleblowing Policy in place; however, the ECB will be updating its Whistleblowing Policy to ensure that this area is covered more clearly and specifically.

# ECB Modern Slavery Statement



If the ECB identifies any instances of modern slavery or human trafficking in the UK, whether in its own supply chain or otherwise, it will report this to the police without delay. If a potential incident of slavery or human trafficking is identified overseas, the ECB will take such steps as are necessary in the circumstances, considering always which approach will produce the safest outcome for potential victims.

In all cases where an actual or potential incident of modern slavery or human trafficking is identified in the ECB's supply chain, the ECB will also take appropriate steps in relation to the relevant supplier, dependent on the circumstances.

## Training

As a part of the ECB's commitment to tackling slavery and human trafficking, the ECB will provide suitable training to all staff. This training will seek to ensure that ECB employees have the requisite level of knowledge and understanding of modern slavery risks to help them to identify issues and address them appropriately.

## Further steps

The ECB recognises that it has commercial and economic influence over its partners and suppliers and seeks to use this influence to ensure that supply chains operate in an honest, fair and transparent manner. The ECB is committed to using its influence to encourage suppliers to comply with its goal of eradicating slavery and human trafficking.

The ECB's priorities in the next financial year are to:

- Implement modern slavery training for all ECB staff;
- Make enhancements to the ECB's Whistleblowing Policy to include reference to how concerns connected to modern slavery and/or human trafficking in the business or supply chain can be reported; and
- Include a clause in certain new or renewed contracts with partners and suppliers relating to those entities' compliance with the Modern Slavery Act.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the ECB's slavery and human trafficking statement for the 2019/2020 financial year.

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**Tom Harrison**  
**CEO and Executive Director (on behalf of the ECB Board)**  
**England and Wales Cricket Board Limited**