

ECB Modern Slavery Statement



This is a statement of the steps that the England and Wales Cricket Board Limited (the “ECB”) has taken in the financial year ending 31 January 2025 (the “**Reporting Period**”) to try to ensure that slavery and human trafficking are not taking place in its business or supply chains. 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.

Organisational structure, business and supply chains

The ECB is a private company limited by guarantee, incorporated in England and Wales. It is the national governing body for the sport of cricket in England and Wales, and is responsible for overseeing and organising the professional domestic game, managing the national representative England teams and squads, developing and growing recreational cricket and delivering certain major public cricket events.

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, with the majority based in Asia.

Organisational policies

The ECB’s Procurement Policy defines best practice principles and processes of acquiring goods and services. This helps ensure that the ECB is minimising a variety of supply chain risks, including the risk of modern slavery and human trafficking, through robust supplier selection processes. The Policy applies to the appointment of new suppliers, and the re-appointment of existing suppliers at the completion of their current contract. All staff engaged in procuring goods and services on behalf of the ECB must read and understand the requirements of the Policy.

The ECB’s Whistleblowing Policy encourages and instructs individuals who have concerns about suspected wrongdoing or dangers in relation to the ECB’s activities about how to report their concerns. The Policy describes what whistleblowing is and how any concerns will be investigated. Modern slavery and human trafficking are specifically listed as examples of concerns which should be reported under the Whistleblowing Policy.

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. If a potential incident of slavery or human trafficking is identified overseas, the ECB will take such steps as are appropriate 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.

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Due diligence in relation to modern slavery

Supply chains

The ECB is committed to taking measures aimed at trying to ensure that its supply chains are free from human trafficking and slavery. To that end, the ECB has extended its pilot of the use of a standards management and reporting platform as part its procurement process to monitor certain suppliers' compliance with a broad range of standards, including requirements relating to modern slavery and human rights. Key suppliers amongst whom the highest value contracts are held/have been awarded are asked to answer over 70 questions, including confirming whether their organisation publishes a modern slavery statement and whether they operate in industries that are reliant upon materials and labour that pose a high risk of human rights infringements.

By way of further commitment to ensuring compliance within its supply chain, the ECB continues to include anti-slavery and human trafficking clauses in certain contracts with partners and suppliers, requiring those parties to, amongst other things, comply with all applicable anti-slavery and human trafficking laws (including the Modern Slavery Act 2015) and maintain a complete set of records to trace the supply chain of all goods/services provided to the ECB under the relevant agreement.

Recruitment

The ECB continues to take steps to ensure that modern slavery and human trafficking are not taking place within its business.

In the Reporting Period, the ECB 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 ECB's workforce.

Training

The ECB is committed to ensuring that its people are educated about modern slavery, understand what it is, what the risk indicators are and the circumstances in which it may occur. An e-Learning module is available for staff which provides training on slavery and human trafficking. The ECB's intention is to ensure that high priority teams within the organisation complete this training before it is made more widely available to other staff and new joiners. The targeted dissemination of this training seeks to ensure that relevant 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. The ECB is committed to using its influence to encourage suppliers to comply with

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the goal of eradicating slavery and human trafficking.

During the next financial year the ECB's priorities are to continue rolling-out modern slavery training for staff, and to consider what additional actions can be taken to help ensure that slavery and human trafficking are not taking place in its business or supply chains.

Reviewed and approved by the ECB Board on 30 July 2025, 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 2024/2025 financial year.

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Richard Gould
Chief Executive Officer
(on behalf of the England and Wales Cricket
Board Limited)