



SLAVERY AND HUMAN TRAFFICKING STATEMENT

Background

This statement is made on behalf of the Rugby Football Union. References to "we", "us" or "our" in this statement are to the Rugby Football Union.

The Rugby Football Union is the governing body of the game of rugby union in England. We have a number of business operations, including rugby operations, commercial partnerships, media distribution, ticketing, retail, property development and community projects.

Almost all of our operations are conducted in the UK. For further information about the Rugby Football Union, its organisational structure and operations, see: <http://www.englandrugby.com/about-the-rfu/>.

The term "modern slavery" used in this statement includes slavery, servitude, any type of forced or compulsory labour and human trafficking.

Our Approach to Modern Slavery

The Rugby Football Union is committed to having systems to safeguard against modern slavery existing within our business or supply chain. We have reviewed our operations and our supply chain to assess the risk of modern slavery taking place taking into account a number of factors, including the nature of our activities, their location, the sources from which we are supplied goods or personnel and the risk profile of relevant locations.

a) Operational

The Rugby Football Union has had a long-standing commitment towards ethical, social and environmental responsibility within its business. We comply with all applicable labour laws relating to working terms and conditions, including pay, and we place great emphasis on the fair and equal treatment of all our staff.

As part of that commitment, we have corporate and people policies that help us ensure that our business operates in an ethical and responsible way. These include our Asylum & Immigration Policy, Anti Bribery & Corruption Policy, Whistleblowing Policy, Gifts & Hospitality Policy and Conflicts of Interest Policy.

We have robust procedures for recruiting and onboarding casual, temporary, part-time, and full-time personnel, underpinned by appropriate provisions in the relevant contractual documentation.



b) Supply Chain

We seek to partner with suppliers that share our values, and we expect our supply chain to operate fair and equitable practices, whereby modern slavery is not tolerated.

The contractual terms and conditions that we put in place with our suppliers are regularly reviewed and have been updated to include provisions designed to ensure that any risks of modern slavery in our supply chain are appropriately and effectively addressed.

The Rugby Football Union has undertaken a risk-based approach to assess the likelihood of the existence of modern slavery within our supply chain. This risk assessment is an ongoing exercise for our existing supply chain, as well as for potential new suppliers.

If we identify a risk of modern slavery within a supplier, we will consider whether we are satisfied that these risks are being appropriately addressed and we reserve the right to refuse to continue to use or appoint any supplier whose operations and/or supply chain fail to meet our requirements.

Reporting

We have a dedicated Procurement team which, in addition to our Finance team, helps to identify potential risks regarding slavery and human trafficking. Where a supplier is implicated, we will engage with the relevant supplier(s) and implement an appropriate and timely response. This may include the immediate termination of the supply agreement.

Future Steps and Continued Commitment

The Rugby Football Union intends to implement mandatory training for members of staff working in relevant functions across our operations. The aim of this training will be to increase awareness of human slavery issues and to help those members of staff understand them and be alert to relevant indicators, their particular relevance to the Rugby Football Union, and their role in managing them in accordance with our values.

With the implementation of a new ERP system, we will be able to standardize our supplier approval process. This will better enable us to assess a new supplier's policies, procedures, processes and values before appointing them.

We are also working with our commercial partners to understand their processes and policies to prevent slavery within their organisations and supply chains.



The Rugby Football Union recognises the importance of maintaining constant vigilance to identify and address any impacts associated with slavery and human trafficking throughout its supply chains, and to continuing to enhance its capacity to identify, prevent and mitigate any actual or potential impacts in this field.

Approved by the Board of Directors of the Rugby Football Union on 22 March 2017.