



HULL CITY TIGERS LIMITED and SUPERSTADIUM MANAGEMENT COMPANY LIMITED

Slavery and Human Trafficking Statement

Introduction

Hull City Tigers Ltd and Superstadium Management Company Ltd are committed to maintaining the legacy of Hull born William Wilberforce in tackling modern slavery throughout our businesses and our supply chains. Slavery and human trafficking remains a hidden blight on our global society and we all have a responsibility to be alert to the risks, however small, in our business.

William Wilberforce was the leader of the movement to stop the slave trade. He headed the parliamentary campaign against the British slave trade for twenty years until the passage of the Slave Trade Act 1807. He also supported the campaign for the complete abolition of slavery which led to the Slavery Abolition Act 1833.

Organisation and Structure

Hull City Tigers Limited ("the Company") and Superstadium Management Company Limited ("SMC") form a group of companies with a shared owner.

The Company is a football club playing currently in the Championship League. The Company is primarily based in Hull, East Yorkshire with 3 locations:

- KCOM Stadium where home match games are played and the main offices are housed;
- The Training Ground and offices in Cottingham where the first team trains; and
- Bishop Burton where the Academy is based.

SMC is the management company in respect of KCOM Stadium. The Company and SMC collectively for the purposes of this statement are referred to as "the Companies".

As a result of the relationship between the Companies many resources and suppliers are shared.

Our Supply Chains

The Companies have various supply chains:

- Running the Company successfully relies on the supply of footballers from within the UK and the rest of the world;



- The Company is also connected with other companies through marketing and sponsorship initiatives, and suppliers of goods and services integral to running the Companies.

Our Policies on Slavery and Human Trafficking

The Companies are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our businesses. We are committed to acting with integrity and ethically in all our business relationships and committed to enforcing effective systems and controls to ensure that slavery is not taking place within the Companies or in our supply chains.

The policies which govern how we treat employees and conduct our operations include:

- Anti-Bribery & Corruption Policy
- Anti-Harassment & Bullying Policy
- Equal Opportunities Policy
- Grievance Policy
- Whistleblowing Policy

Due Diligence Process in Relation to Slavery and Human Trafficking

- In order to identify and mitigate any risk the following is undertaken by the Companies:
- Any offer of employment to a person is only given after stringent requirements have been met:
 - A check of legal status; Right to Work documentation
 - The taking up of references;
- Equality and Diversity training for all members of staff;
- Clearly written contracts of employment for all members of staff setting out job descriptions, hours of work and remuneration in line with, or above, levels set by the government.
- Systems in place to encourage the reporting of concerns and the protection of whistleblowers and made staff aware of the Modern Slavery Helpline of 0800 0121 700 to report any concerns they have;
- An appointed Safeguarding Officer;

Supplier Adherence to our Values

The Companies have zero tolerance towards slavery and human trafficking and as such expect all those in our supply chains to comply with our values.



In the year 2016/17 we identified the need to produce a clear policy to demonstrate our commitment to this issue and to give our employees guidance on data gathering from those in our supply chain to ensure Modern Slavery and Human Trafficking is not taking place.

Effectiveness in Ensuring that Slavery and Human Trafficking is not Taking Place

The Companies use the following performance indicators to measure how effective we have been to ensure that Slavery and Human Trafficking is not taking place in any part of our business or supply chains:

- Labour monitoring and payroll systems;
- Communication between the Companies and the next link in the supply chain to ensure and confirm their understanding of, and compliance with, our expectations.
- All staff are expected to report concerns and management are expected to act upon them.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Company's slavery and human trafficking statement for the current financial year ending 30th June 2019 and was approved by the Board on Thursday 8th November 2018.

Signed 
Ehab Allam, Vice Chairman

Date 20.11.18

