

# ECB Modern Slavery Statement



## England & Wales Cricket Board Ltd: Modern Slavery & 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 a 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 statement has been reviewed and approved by the ECB Board.

### Supply chains

The ECB contracts with third parties to provide goods and services to allow it to carry out its role.

In particular, the ECB contracts with suppliers for the following goods and services: accommodation and travel; audio, visual and photography; broadcasting; consultancy; couriers; cricket equipment; cricket operations (including umpiring); education; entertainment; financial services; food, drink and catering; insurance services; IT equipment, software and support; kit design and manufacture; legal services; marketing and design; medical supplies and treatment; merchandise; office supplies; other professional services; pitch and field care; printing; recruiting; repair, construction and maintenance; security and stewarding; training services and equipment; and utilities.

The ECB is committed to ensuring that its partners and suppliers who meet the threshold have published modern slavery statements setting out the ways in which they are working to combat slavery and human trafficking.

### Preventing slavery and human trafficking

The ECB is committed to ensuring 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.

The ECB has taken the steps below.

- Carry out checks on all employees to ensure that they are legally entitled to work in the UK.
- Inserted clauses into appropriate contracts entered into recently to require suppliers to comply with their obligations in relation to preventing modern slavery and human trafficking.

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- A site visit of an overseas factory supplying products to the ECB was carried out.
- Engaged a company to provide training to employees on modern slavery and human trafficking.
- Reviewing our procurement processes and deciding on the changes that should be made in relation to tender processes going forward.

The ECB is working to identify the steps it can take to ensure that no supplier in its supply chain utilises slave labour or engages (or is complicit) in human trafficking. The steps the ECB has identified to be considered for implementation are below.

- Ensuring that the ECB's whistleblowing policy applies to this area.
- Requiring prospective suppliers and suppliers seeking renewal of contracts to sign a declaration that they do not endorse, enable or facilitate (or are otherwise aware of) human trafficking or modern slavery in their businesses and their own supply chains.
- Checking the formal registers for our highest risk suppliers to ensure that they have produced their statements.

## Reporting and whistleblowing

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 that provides this; however, the ECB will be updating its Whistleblowing Policy to ensure that this area is covered more clearly and specifically.

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.

## Policies

The ECB puts protection of vulnerable people at the forefront of its work. The ECB has extensive policies which govern its work with children and publishes a Safeguarding 'Kit Bag' of policies and templates for cricket clubs to use. The policy review in 2019 will consider what additional guidance can be offered to recreational clubs to help them to understand the issues around modern slavery and human trafficking.

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## Training

As a part of the ECB's commitment to tackling slavery and human trafficking, the ECB will provide suitable training to all staff. Training will help ECB employees to try to ensure that suppliers are not utilising, facilitating or endorsing slave or trafficked labour.

## Further steps

The ECB recognises that it has commercial and economic influence over its suppliers, and it is committed to using this influence to encourage suppliers to comply with its goal of eradicating slavery and human trafficking. This could include working with at-risk suppliers to provide training, messages and business incentives or guidance to implement anti-slavery policies.

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 2017/2018 financial year.

A handwritten signature in blue ink, which appears to read 'Tom Harrison 2', is positioned above a dotted line.

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