

MODERN SLAVERY STATEMENT



The Foundation Group

1. The Foundation Group comprises the following three companies:
 - a. The **Football Foundation** is a UK registered charity and company limited by guarantee. As a charity, the Football Foundation is governed by its Memorandum and Articles of Association. Funding is received from the very top of the professional game through the Premier League, The FA and from the Government, via Sport England. The Football Foundation is responsible for dispersing this funding to develop community football facility projects in England.
 - b. The **Football Stadia Improvement Fund** is the 'non-charitable' arm of the Football Foundation and is funded wholly by the Premier League. It funds stadia facility projects for clubs operating in the FA National League System and the English Football League. It also funds professional football club fan engagement projects.
 - c. The third company in the Foundation Group is the non-charitable wholly owned trading company, **The Football Foundation Trading Limited**.
2. Further information on the Foundation Group structure and business is set out in the relevant annual report and accounts.

Foundation Group supply chains

3. The Foundation Group provide capital grants to support the development of new and refurbished sports facilities. Our grantees mainly comprise schools, academies, football clubs, community groups and local authorities. Our grantees are wholly responsible for the delivery of their project and robust due diligence is undertaken before funding is awarded to ensure that any investment provided will achieve the funding criteria and essential outcomes.
4. The Foundation Group also partners with specialist consultants to manage our framework agreements. These framework agreements are in place to ensure a consistent approach to the quality of 3G pitches, as well as modular build projects, thereby protecting the investment of our funding partners. The Foundation Group appoints specialist consultants through an open tender process.
5. Outside of our capital grant funding supply chain, the Foundation Group's supply chain consists mainly of IT delivery and support; professional advisers (such as legal and auditing); insurance services; marketing/design services; recruitment service providers; and maintenance service providers – such as cleaning and printing services and property management. We procure a small amount of goods in the form of IT and communications hardware, office supplies and other materials used in our day-to-day operations.



The Foundation Group Due Diligence Processes

6. The Foundation Group is committed to making sure that, by implementing and enforcing effective systems and controls, our supply chains are free from modern slavery and/or human trafficking.
7. We endeavour to identify and mitigate risk by:
 - a. Asking all existing and prospective suppliers involved in tendering processes to make a positive affirmation that they and their supply chains are similarly free from modern slavery, and their tier 1 suppliers do not endorse, enable, or facilitate human trafficking or slavery within their businesses.
 - b. Requiring all newly appointed or newly contracted suppliers to warrant that they will provide the relevant services in accordance with the provisions of the Modern Slavery Act 2015.

The Foundation Group Policies and Processes

8. Our policies, standards and procedures reflect our commitment to acting ethically and with integrity in all our business relationships and that together, seek to reduce the risk of modern slavery in our work. This includes our framework agreements, grant terms and conditions, as well as our own HR and compliance policies, which contain robust recruitment and hiring processes.
9. We are committed to providing a framework through which the Foundation Group team members are able to raise a whistleblowing concern made in the public interest. This Policy is designed to support and guide our team to raise such concerns at an early stage and in a way which brings about timely and proportionate investigation and action, as required
10. Complaints and appeal policies are in place to guide grant applicants and other external agencies, should they wish to raise any concerns about the Foundation Group and the way we work, our staff or operational partners.
11. To raise awareness and ensure our team members remain vigilant, a one-page guide is provided to all existing and new staff, to raise awareness of modern slavery and human trafficking, and to outline the Foundation Group's expectations.
12. All existing and new team members are also required to read and sign up to our Fair Play Policy. This outlines our expectations of staff, as well as what they can expect from us. In signing this, staff are committing to upholding our values, treating everyone with respect and dignity and speaking out should they have concerns or experience any wrongdoing.
13. To further identify and mitigate risk, our policies and processes are updated on a periodic basis to make sure they remain fit for purpose and to measure their continued effectiveness.



This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Foundation Group's slavery and human trafficking statement for the financial year ending May 2021.

Martin Glenn
Chairman

15 September 2021