

CRYSTAL



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CRYSTAL PALACE F.C.

MODERN SLAVERY STATEMENT

This is the second Modern Slavery Statement made by CPFC Limited (“**Crystal Palace F.C.**”) on behalf of itself and its UK parent undertakings. Crystal Palace FC has carried out a review of its business and the extent to which the risks it faces have changed since it last published a statement on 12 December 2016.

About us

Crystal Palace F.C. is a professional football club which plays its home matches at Selhurst Park, Holmesdale Road, London SE25 6PU.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We do not and will not tolerate modern slavery or human trafficking in our organisation or in our supply chain.

Our policies on slavery and human trafficking

We have implemented an Anti-Slavery and Human Trafficking Policy. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in our business relationships and to implementing and enforcing effective systems and controls to eradicate the risk of slavery and human trafficking taking place in our supply chains. This policy operates alongside our current corporate policies and procedures which together promote an open environment within the organisation and support employees should any concerns be raised and set out how we expect our employees to behave at Crystal Palace F.C.

We have a whistleblowing policy in place to allow employees to help us tackle corruption and crime, including modern slavery. Employees, and anybody connected to Crystal Palace F.C., are encouraged to speak up if they have concerns about slavery in our business or within our supply chain.

Our policies and procedures are reviewed annually and updated where necessary and we aim to enhance where needed as a result of the Act.

Our supply chains

Crystal Palace F.C.’s supply chains for both goods and services are predominantly composed of UK based entities and many have long-standing relationships with Crystal Palace F.C. On occasion, Crystal Palace FC (and those in its supply chain) will source goods and services from overseas.

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We continue to seek to work with partners and suppliers that share our values and commitment to zero tolerance of slavery and human trafficking, and we expect our supply chain to operate fair and equitable practices, whereby modern slavery is not tolerated.

Over the last 18 months we have continued to review the contractual terms and conditions that we put in place with our suppliers to ensure that, wherever appropriate, there are suitable provisions to reduce the risks of modern slavery. We have added extra resource to the procurement department in order to add to the level of due diligence. Our template agreements and other standard terms of business include express terms requiring our counterparties to comply with all applicable laws relating to anti-slavery and human trafficking, to include similar requirements in their own contracts, and to notify us if they become aware of any slavery or human trafficking in their own supply chains.

Due diligence:

We continue to look into our operations to identify any risk areas of slavery and human trafficking within our supply chain, to review our policies and procedures, and carry out due diligence to satisfy us that the relevant risks are addressed and to ensure that the opportunity for slavery or human trafficking in our supply chains is limited.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business we continue to review and develop our training programme to employees and aim to provide training to all applicable employees. The programme will continue to be developed and adapted to ensure increased awareness of the issues of modern slavery.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 30 June 2018.

Steve Parish

S. Parish

Chairman

CPFC Limited

Date: 01/09/2021

