



Glamorgan County Cricket Club

Modern Slavery and Human Trafficking Statement

INTRODUCTION

Glamorgan County Cricket Club's vision for Cricket is *Capturing the Imagination of Wales*. We hope to shape a sport where everyone feels they are respected, treated fairly and gain a sense of belonging. In 2022 we are 134 years young and are proud that we represent Wales as the single professional club within the England & Wales Board's structure. We have started 2022 as we mean to go on, by launching the joint strategy for Equity, Diversity & Inclusion in partnership with Cricket Wales.

We are representing Wales at the highest level within the domestic cricketing arena. We believe that it is part and parcel of our corporate responsibility to take action to embed the right principles and values into Glamorgan County Cricket Club ('GCCC'). From players to coaches to support staff, we work hard to provide our colleagues with up-to-date information, training, and guidance on all employment related matters.

Although we are not required to make a modern slavery statement under Section 54 of the Modern Slavery Act 2015, we are making this voluntary statement to show our commitment to ethical trading principles and to set out the steps we are taking to identify risks and tackle modern slavery and human trafficking in our business and in our supply chains.

We recognise that it is important to take measures to reduce the risk of modern slavery and human trafficking. We are committed to ensuring not only that those measures are taken, but also that our practices are reviewed and improved upon further.

RECRUITMENT & EMPLOYMENT

GCCC's recruitment criteria contain mandatory checking processes in respect of both the eligibility to work in the UK as well as requisite safeguarding checks from the Disclosure and Barring Service.

We also encourage all preferred supplier employment agencies with whom we work to offer work and/or employment to individuals, comply with the same checking processes to ensure consistency and appropriate due diligence.

The terms on which we employ staff are fair and we comply with our legal obligations to ensure the health and safety of all of our employees and workers, including in relation to working hours, rest breaks and holidays. GCCC is committed to promoting dignity and equality both at work and in the services we provide. We do this by ensuring our policies are up to date on all equality related matters and available to all staff, as well as by providing training to staff on diversity and equality.

PEOPLE

GCCC has a dedicated Modern Slavery policy, which is available to all colleagues, and which all colleagues are encouraged to familiarise themselves with. GCCC's Modern Slavery policy provides details about colleagues' reporting obligations and the role of our Anti-Slavery Officer.

GCCC also has a whistle-blowing policy that is regularly updated, and which is designed to encourage colleagues to make relevant disclosures to enable us to investigate/take action.

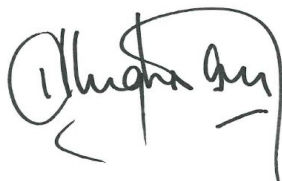
OUR SUPPLY CHAINS

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

We will endeavour to continually review the steps that could be taken in conjunction with our supply chain partners to help combat modern slavery and human trafficking.

TRAINING

GCCC provides training to staff to ensure that they are familiar with the equality and diversity policies. GCCC will look at extending this further in future, to cover the potential risks of modern slavery as we go about our cricketing journey, delivering our services and managing our supply chain.



GLAMORGAN COUNTY CRICKET CLUB

Date: 12.04.22