

MODERN SLAVERY STATEMENT

INTRODUCTION

Right to Dream (RtD) operates a zero-tolerance policy to modern slavery and human trafficking and we are committed to making every effort to eradicate the impact of this crime from our business and supply chain. We recognise that modern slavery and human trafficking are a global issue, and no industry is immune.

This statement outlines the steps we are taking to ensure that modern slavery does not occur within our organization or our supply chain.

OUR BUSINESS AND SUPPLY CHAINS

- RtD operates in the sports, entertainment, and education industries in the U.K., Denmark, Egypt, Ghana and the USA. Our supply chain includes securing sponsorship and marketing partnerships, the manufacture and supply of our licensed products and merchandise, kit and equipment, the procurement and sourcing of a range of services such as IT, media, marketing, security, consultancy, professional services, catering, hospitality, other services relating to the football and sports industry and the sourcing of various products used within our business.
- The RtD organisation is made up of the RtD Academy, Ghana, the RtD Academy, Egypt, FC Nordsjælland, Denmark and our US International Pathways team. These business entities are overseen by the RtD Group based in the UK.
- We work with many suppliers, including local and international businesses, and strive to build long-term relationships based on mutual trust and respect.
- RtD requires our suppliers to sign up to our anti modern slavery values, or to demonstrate that they have a similar set of corporate values in place, by including a clause in each agreement we enter into with a supplier.
- We are committed to taking steps to ensure that modern slavery does not exist across RtD's operations or supply chains. This statement sets out our commitment to addressing the risk of modern slavery and is recognised as being part of the development of an overall strategy to address modern slavery risk as an integral part of the overall objectives of RtD.

POLICIES AND GOVERNANCE

We are committed to ensuring, as far as possible, that there is no modern slavery in our supply chains or in any part of our business. The following outlines how we do this:

- **Code of Conduct:** our Code of Conduct outlines our commitment to ethical business practices and the prohibition of modern slavery. All employees, volunteers, and business partners must adhere to these standards.
- **Supplier Code of Conduct:** we require all our suppliers to comply with our Supplier Code of Conduct, which includes specific provisions on labour rights, working conditions, and the prohibition of forced labour and human trafficking.
- **Whistleblower policy:** we encourage employees and stakeholders to report any concerns related to modern slavery or unethical behaviour through our confidential whistleblower hotline.
- **Training and awareness:** we provide regular training to our employees and suppliers to raise awareness about modern slavery and how to identify and report potential risks.

RISK ASSESSMENT AND DUE DILIGENCE

We proactively manage risks across our business and supply chains. An important element of this is to identify areas where the risk of modern slavery is highest.

In relation to all of our supply chains, we ensure that the parties we are contracting with are aware of and agree to our anti modern slavery values and our commitments to reducing the risk of modern slavery taking place.

We do this in various ways such as requiring suppliers to agree to our supplier terms and conditions or by adding our anti-modern slavery requirements into their terms and conditions and asking that they adhere to our Supplier Code of Conduct. This makes it a condition that they agree to our practices, which are targeted at removing the risk of modern slavery from our supply chains.

We also speak to companies in our supply chains regularly about their processes and how they source labour and materials, as well as asking them to see their anti-modern slavery commitments.

ACTIONS TAKEN

Over the past year, we have taken the following actions to combat modern slavery:

- **Strengthened supplier agreements:** we have updated our agreements to include stricter provisions on labour rights and modern slavery.
- **Enhanced training programs:** we have expanded our training programs to include more comprehensive modules on modern slavery and human trafficking.

- Collaboration with industry partners: we have joined industry initiatives and working groups to share best practices and collaborate on efforts to eradicate modern slavery.

MEASURING EFFECTIVENESS

- To ensure the effectiveness of our actions, we regularly review our policies, practices, and progress. We use the following metrics to measure our impact:
 - Audit findings: we track the results of our supplier audits and monitor the implementation of corrective actions.
 - Employee and supplier training: we measure the number of employees and suppliers who have completed our training programs.
 - Incident reporting: we monitor the number of modern slavery incidents reported and the outcomes of investigations.

FUTURE STEPS

We are committed to continuous improvement and will take the following steps in the coming year:

- Introducing training on recognising modern slavery as part of our induction process for new employees.
- Expand supplier audits: we will increase the frequency and scope of our supplier audits to cover more high-risk areas.
- Improve risk assessment tools: we will invest in advanced tools and technologies to enhance our risk assessment and due diligence processes.
- Stakeholder engagement: we will engage with stakeholders, including NGOs and industry experts, to stay informed about emerging risks and best practices.

Right to Dream is dedicated to maintaining a transparent and ethical supply chain. We will continue to take proactive steps to prevent modern slavery and human trafficking in all aspects of our business. This statement has been approved by the Board of Directors and is reviewed annually.

Signed,



Dan Dickinson

Right to Dream Group CEO

9th May, 2025.