

MODERN SLAVERY ACT 2015 SLAVERY AND HUMAN TRAFFICKING STATEMENT (“STATEMENT”)

Scottish Women’s Football is a company limited by guarantee and is an Affiliated National Association (ANA) of the Scottish Football Association. The size and nature of SWF mean it does not fall within the scope of the Modern Slavery Act 2015 (“Act”), but believes it important to set out a voluntary statement to ensure it is playing its part in helping to protect those impacted by this heinous crime.

SWF is committed to doing all it can to prevent acts of modern slavery and human trafficking from occurring within its business, its partners and its supply chains.

Structure, Business and Supply Chain

SWF is a company limited by guarantee and is an ANA of the Scottish Football Association. SWF derives income largely from affiliation fees to SWF leagues, private donation, and commercial sponsorship.

Generally, SWF supply chains are short and mainly based around the requirements of the leagues and competitions that it administers. Where possible, goods required by SWF are sourced within Scotland and the UK.

SWF employs eight people who work within a hybrid model between an office at Hampden Park and home. While an ANA within the SFA, Scottish Women’s Football has its own board made up currently of eight non-executive directors.

Our Policies on Modern Slavery and Human Trafficking.

SWF is committed to having systems to safeguard against modern slavery existing within our business, our partners and supply chains. SWF has robust employment contracts, employment-related policies and procedures, and recruitment procedures in place which are updated regularly. No form of modern slavery will be tolerated within our business.

SWF hosts a number of events at small football grounds across Scotland with the facilities providing or sourcing the hospitality services, stewarding, and first aid cover. The football

grounds are largely operated by reputable football clubs with membership of either the SPFL or SFA or at local authority leisure facilities. The risk in this area of SWF's work is therefore considered to be small.

SWF's members affiliate teams to join leagues operated by SWF. The clubs are largely operated by volunteers and undergo checks during the affiliation process to determine that there are current and active bank accounts, coaching staff that are appropriately qualified and that they possess the correct and current constitutions. The risk within this area of SWF's work is also considered to be small.

While much of the work that SWF does is of low risk, SWF will remain vigilant around any suspected instances of modern slavery and human trafficking across aspects of its business.

Due Diligence Process for Modern Slavery and Human Trafficking

Relevant contracts and service agreements contain provisions requiring compliance with applicable laws and, where relevant, good industry practice.

SWF will review its procurement/supplier selection process on a regular basis – including to ensure that the businesses with which SWF works with are able to comply within the SWF's ethical standards.

Training

Online awareness training on the issue of modern slavery and human trafficking will be offered to the appropriate employees. SWF will also seek to ensure that training is updated and reinforced as required.

This voluntary statement is published in accordance with the requirements of the Act.

Approved by the Board of SWF, April 2023

Aileen Campbell, Chief Executive