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Modern Slavery and Human Trafficking Statement

THE MILLWALL FOOTBALL AND ATHLETIC COMPANY (1985) LIMITED

Financial Year Ending 30th June 2027

Introduction

This statement is made under section 54 of the Modern Slavery Act 2015 for the financial year ending 30th June 2027. It sets out the steps taken by THE MILLWALL FOOTBALL AND ATHLETIC COMPANY (1985) LIMITED (the Club) to prevent modern slavery and human trafficking in its operations and supply chain.

In this statement, modern slavery includes slavery, servitude, forced or compulsory labour and human trafficking.

About Us

Millwall Football Club is a professional football club based at The Den, John Berylson Way, London SE16 3LN. Its operations include football, commercial partnerships, ticketing, hospitality, retail, media and community activities.

The Club operates principally in the United Kingdom.

The Millwall Community Trust is the Club's official charity but is an independent entity.

Our Commitment

The Club adopts a zero-tolerance approach to modern slavery and human trafficking in all its forms. We are committed to conducting our business in a lawful manner and to ensuring that modern slavery does not exist within our business or supply chains

Our commitment to preventing modern slavery has the full support of the Club's Board of Directors, which oversees the Club's strategic approach to this area.

Everyone working at or for the Club has a responsibility to be alert to the risks of modern slavery and human trafficking, however small, and to report any concerns promptly.

Our Policies

Our Anti-Bribery, Disclosures in the Public Interest, Equal Opportunities and Health & Safety policies, together with our safeguarding arrangements, support this commitment. Recruitment and selection requirements are addressed within the Equal Opportunities Policy, and safeguarding requirements are set out in a separate Safeguarding Handbook.

Our Disclosures in the Public Interest Policy provides a confidential route for employees, contractors and others to report concerns, without retaliation.

Policies are reviewed and updated as appropriate.

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Our Supply Chain

The Club procures a broad range of goods and services in support of its operations. Our supply chain includes, but is not limited to:

1. the manufacture and supply of kit, equipment, merchandise and retail goods;
2. hospitality, catering and events services;
3. facilities management, cleaning and security services;
4. information technology and media services;
5. marketing, advertising and sponsorship services;
6. professional and consultancy services; and
7. construction, maintenance and stadium infrastructure services.

The majority of our suppliers are UK-based, and many have long-standing relationships with the Club. Where suppliers are based overseas or source goods from international markets, the Club will consider whether suitable enhanced due diligence is required, having regard to the nature of the goods or services, the relevant sector, country risk and the supplier's labour model.

We seek to work with partners and suppliers that share our values and commitment to a zero-tolerance approach to modern slavery and human trafficking. We expect our entire supply chain to operate fair, ethical and equitable practices.

Due Diligence

We apply a proportionate, risk-based approach to supplier due diligence.

1. Higher-risk suppliers may be subject to enhanced due diligence, as appropriate. This may include requesting the supplier's modern slavery policy or statement, relevant certifications, supply-chain information, confirmation of worker welfare and recruitment practices, and evidence of relevant controls or remediation procedures.
2. Our standard contractual terms require compliance with applicable anti-slavery laws, appropriate controls within the supplier's business and supply chain, and prompt notification of concerns.
3. Where a concern is identified, we may seek further information, require remedial action or suspend, terminate or decline to renew the supplier relationship.

Safeguarding

The Club recognises the importance of promoting and protecting the rights, safety, dignity and wellbeing of all individuals connected with its activities, including players, employees, volunteers, supporters and community participants. We maintain safeguarding policies and procedures in accordance with applicable statutory and regulatory guidance, overseen by a dedicated safeguarding lead.

All individuals connected with the Club are encouraged to report any safeguarding concerns, including those that may constitute modern slavery or human trafficking. The Club will respond

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to all such concerns with sensitivity and in the strictest confidence and will make referrals to the relevant statutory authorities where appropriate.

Training

The Club will continue to develop awareness of modern slavery risks and reporting routes, with particular focus on functions that may have greater exposure, including procurement, recruitment, facilities management and security.

Reporting

Any employee, contractor or individual associated with the Club who becomes aware of, or suspects, an instance of modern slavery or human trafficking within our business or supply chain is required to report this promptly. Reports may be made to an appropriate manager or directly to the Club's designated Head of People / or Other relevant members of Senior Leadership Team.

Where a supplier is implicated in any reported concern, the Club will engage with the relevant supplier and implement an appropriate and timely response, which may include the suspension or termination of the supply agreement.

No instances were reported during the financial year ending 30th June 2026.

Assessing Effectiveness

The Club is committed to monitoring and improving the effectiveness of its approach to preventing modern slavery and human trafficking.

We will continue to review and refine our policies, procedures and controls in this area and will report on any significant developments or actions taken in future statements.

Approval

This statement has been approved by the Board of THE MILLWALL FOOTBALL AND ATHLETIC COMPANY (1985) LIMITED and is made pursuant to section 54(1) of the Modern Slavery Act 2015.

Signed on behalf of THE MILLWALL FOOTBALL AND ATHLETIC COMPANY (1985) LIMITED:

Signature: Signed by: Mark Fairbrother 12BFACE7DEFC457...

Name: Mark Fairbrother

Title: Managing Director

Date: 11/2/2026