

WSL Modern Slavery Act Statement

Introduction

It is a priority for WSL Football to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. This statement highlights the key activities we have undertaken during the financial year ending July 2026 to combat modern slavery and human trafficking in our organisation and supply chain.

1. WSL Football's structure

We are the organising body of the top two tiers of women's professional football in England, the Barclays Women's Super League and the Barclays Women's Super League 2, together with the associated league cup competition known as the Subway Players' Cup. We own and operate the competitions and are responsible for the commercial development, applicable regulatory structure, broadcasting rights and the continued growth of the women's professional game.

Our business and supply chain structure

WSL Football is a group of two private limited companies, comprising an operating company (Leagues OpCo Limited) and a holding company (Women's Super League Football Limited) operating across England. During the financial year ending July 2026, Women's Super League Football Limited's shareholders comprised 24 women's professional football clubs participating in WSL Football's competitions, expanding to 26 clubs as of 1 August 2026, together with The Football Association, which holds a special share. Each participating club operates independently within the rules of football and English law.

Supply chain understanding

We recognise that it is crucial for us as an organisation to have oversight of our supply chains so that we can understand the risks of modern slavery along the chain and take action to mitigate against those risks.

Our supply chains

Our supply chains include suppliers of the products and services listed below:

- Audio-visual production/service
- Broadcasting services
- Consultancy services
- Couriers
- E-commerce

- Educational services
- Financial services
- Food and beverages
- Football operations
- Insurance services
- IT equipment/software/hardware services
- Marketing/advertising/design services
- Photography
- Professional services
- Recruitment services
- Supplies for our offices
- Training services
- Travel and accommodation services

Direct and indirect suppliers

We maintain records of all of the suppliers that we use to source these products and services, whether they are provided directly or indirectly. The vast majority of these products and services are provided by suppliers based in the United Kingdom or in the wider European Union and the majority of the supply chain consists of service providers whose skills and experience are unlikely to be exploited through forced labour.

Continuous improvement of operations and supply chain knowledge

Whilst we believe that the risk of modern slavery and human trafficking in our core business is low, we do recognise that modern slavery can occur in any sector and in any location. Accordingly, we continue to monitor our supply chain carefully and have reviewed our procurement and contracting processes across WSL to ensure that they remain proportionate to the level of risk.

2. Our policies on slavery and human trafficking

We aim to have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies.

Modern slavery risk management governance

We ensure that we have identified named individuals and specific departments within the organisation to be responsible for our modern slavery risk management. The Chief Operating Officer is responsible for identifying and assessing modern slavery risks and any such risks are reported to The Board of Directors which provides overall governance and oversight.

Internal operating policies

We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls aiming to ensure slavery and human trafficking is not taking place in our organisation or within our supply chains. We comply with all applicable labour laws in relation to terms and conditions and we aim to ensure fair and equal treatment of all of our staff. We have the following policies in place relevant to modern slavery, which we continuously review and update:

- Employee code of conduct
- Grievance procedure
- Equal opportunities policy

Communication and enforcement of policies

We aim to communicate and enforce policies within the organisation and to suppliers and subcontractors by:

- New starters, including contractors, are made aware of our policies as part of induction.
- All employees and contractors undergo pre-employment checks, including right to work verification, reference checks and, where relevant to the role, DBS/criminal record checks.
- Insertion within our standard terms and conditions for Suppliers and contractors requiring compliance with the Modern Slavery Act and allowing us to immediately terminate our contracts in the event that they fail to comply.

Continuous improvement of policies

We recognise the need to continue to monitor, consider and always look to improve our policies and implementation processes. Over the next 12 months we aim to put in place the following improvements:

- Introduce recruitment and procurement policies.
- Build out our staff training on modern slavery and human trafficking risk.

3. Identifying, assessing and managing risk of slavery and human trafficking

We carry out a modern slavery risk assessment including identifying, assessing and managing the risk of slavery and trafficking within our business and supply chains.

Identifying and assessing risks

We identify and assess our organisation's modern slavery risk primarily through information raised via our grievance procedure and general feedback from staff to their managers. We aim to build out more formal risk identification processes, including staff training and supplier due diligence, as set out in the "next 12 months" improvements above.

Assessment of effectiveness

This statement constitutes our anti-slavery and human trafficking statement for the financial year ending July 2026. We will continue to assess the effectiveness of the measures that we take. We will regularly review and refine our policies and procedures and the mandatory training that we are developing for staff. We will include any updates on any actions that we take in our future statements.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Women's Super League Football limited and Leagues OpCo Limited slavery and human trafficking statement for the financial year ending July 2026. It was approved by the board on 17th September 2026.



Nikki Doucet, Chief Executive Officer

Women's Super League Football Limited and Leagues OpCo Limited

Date: 17/09/26