

Aston Villa

Modern Slavery Website Statement

Recon Group UK Limited is the holding company of a group of companies which include Aston Villa Football Club (the "Club"), Recon Sports Limited, Aston Villa Limited, Aston Villa FC Limited, Aston Villa Ladies Limited and Aston Villa Foundation and this statement is made on behalf of that group of companies ("AV Group").

The Club is a professional football club based in Birmingham, England and which mainly participates in domestic football matches. The AV Group's main operations are UK based and, as well as football, it has a number of other business operations including ticketing, retail, hospitality, commercial partnerships and community work.

The AV Group is committed to ensuring that there is no modern slavery or human trafficking in its supply chain or in any part of its business. To this end we have a supplier Code of Conduct which prohibits human rights abuses in its supply chain. Practices such as human trafficking, physical abuse of workers, restricting workers' freedom of movement, confiscation of passports and worker documentation, unsafe work environments, failure to pay adequate wages, excessive and/or forced overtime, illegal child labour, and many other aspects of worker welfare are addressed by the Code. Our suppliers agree to follow the Code and to ensure that their suppliers also comply. From time to time, we may acknowledge and accept a supplier's code as equivalent to our Code. The Code demonstrates our commitment to acting ethically and with integrity in all of our business relationships and to implementing and enforcing effective systems and controls to ensure that modern slavery and human trafficking is not taking place anywhere in our supply chains.

To evaluate compliance, we may arrange for the audit of facilities of selected suppliers, Audits may also be performed as part of the procurement process. While we may retain the right to conduct unannounced audits, as a practical matter, some minimum amount of notice is given to comply with security concerns and to allow the supplier to collect records that would be required for any such audit.

If we were to discover a violation of our Code of Conduct, we would respond in a manner commensurate with the nature and extent of the violation. "Critical violations" are considered serious enough to require immediate and decisive remedial action and may result in the termination of the business relationship. For less serious violations, we would allow the supplier a reasonable time to develop and implement a plan for remediation. In those instances we will conduct follow-up audits to monitor progress.

In general, we would prefer to work with the supplier to correct violations rather than immediately terminating the relationship. Termination is unlikely to correct the underlying issue and may cause

further hardship to workers and their families who depend upon the employment. However, if the supplier fails to make satisfactory progress toward improvement, we would cease our business relationship with that supplier.

Those who manage supplier relationships will be provided with appropriate training. This training covers the Code of Conduct and its importance to our business and to the workers who may be affected. We encourage anyone who is aware of violations of the law or our Code to notify their Manager or the Club's Legal Department.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Club's slavery and human trafficking statement for the financial year ended 31 May 2018.



Christian Purslow, CEO

Recon Group UK Limited

Date: 28 February 2019