



## **Fanatics International Limited**

### **Slavery and Human Trafficking Statement**

December 2018

#### **Introduction**

This is Fanatics' statement on slavery and human trafficking on behalf of Fanatics International Limited and its subsidiaries (the "**Fanatics Group**") as required under the Modern Slavery Act 2015 (the "**Act**").

Fanatics Group is committed to ensuring that it, complies with all applicable legal requirements in relation to the Act, and any other applicable law related to slavery and human trafficking.

#### **Fanatics' Business**

The Fanatics Group employs over 1050 people worldwide and operates from various global locations across Europe (including the UK) and Asia.

The Group's commercial activity is related to brand licensing and merchandising and includes the manufacture, promotion and sale (through retail and wholesale channels) of certain apparel on behalf of sports teams, leagues and governing bodies.

#### **Fanatics' Policy on Slavery and Human Trafficking**

The Fanatics Group is committed to supporting the aims of the Act—to act ethically and with integrity in its business and commercial relationships. The Fanatics Group endeavours to ensure that no slavery and human trafficking is taking place in its business or supply chains.

#### **Fanatics' Strategy on Slavery and Human Trafficking Prevention**

Fanatics strategy on preventing slavery and human trafficking includes the following steps that have been, or will be, taken:

- i) continued monitoring of the business and supply chains operated by the Fanatics Groups;
- ii) ongoing review of our processes and policies related to slavery and human trafficking, ensuring that no slavery and human trafficking takes place in any of our business or supply chains;
- iii) introducing appropriate anti-slavery and human trafficking language into relevant contracts;
- iv) monitoring potential risk areas in our business and supply chains as part of our ongoing business-wide practices;
- v) updating, maintaining and promoting our internal conduct policy, which requires our employees to uphold the highest ethical standard and to act with integrity in all our business relationships; and
- vi) establishing a central whistleblowing point of contact to ensure reports of slavery and human trafficking are received and dealt with in accordance with our whistleblowing framework.

The Fanatics Group will continue to review its policies and procedures in relation to the prevention of slavery and human trafficking in its business and supply chains.

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