



Modern Slavery Statement for City of Birmingham Rockets Basketball Club Limited

Introduction

City of Birmingham Rockets Basketball Club Limited (hereinafter referred to as "the Club") is committed to preventing modern slavery and human trafficking in all its forms. We recognise our responsibility to operate ethically and transparently, ensuring the protection of human rights within our operations and supply chains.

Our Commitment

The Club has a zero-tolerance approach to modern slavery and human trafficking. We are dedicated to acting with integrity in all our business dealings and relationships, implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or supply chains.

Our Structure and Supply Chains

City of Birmingham Rockets Basketball Club Limited is a semi professional basketball club based in Birmingham, UK. Our operations include sports training, events, community outreach programmes, and merchandise sales. Our supply chains encompass suppliers and partners for sports equipment, merchandise, facilities management, and other services.

Policies and Practices

1. Modern Slavery Policy

We have implemented a comprehensive Modern Slavery Policy that reflects our commitment to ethical business practices and the prevention of modern slavery. This policy is communicated to all employees, suppliers, and partners, ensuring they understand our zero-tolerance stance on modern slavery.

2. Code of Conduct

Our Code of Conduct outlines the standards of behaviour and ethical practices expected from all employees and associates. It includes clear guidelines on human rights, labour rights, and anti-slavery measures.

3. Supplier Code of Conduct

We require all our suppliers and partners to adhere to our Supplier Code of Conduct, which includes specific provisions related to modern slavery and human trafficking. Suppliers must ensure their operations and supply chains are free from modern slavery and comply with all applicable laws and regulations.

Due Diligence Processes

1. Risk Assessment

We conduct regular risk assessments to identify and mitigate potential modern slavery risks within our operations and supply chains. This involves evaluating the nature and extent of our exposure to modern slavery and human trafficking.

2. Supplier Vetting

All new suppliers undergo a rigorous vetting process to ensure compliance with our ethical standards and modern slavery policies. This includes reviewing their labour practices, policies, and adherence to anti-slavery laws.

3. Audits and Monitoring

We conduct regular audits and monitoring of our suppliers to ensure ongoing compliance with our standards. Any non-compliance identified during audits is addressed promptly, with corrective actions implemented as necessary.

Training and Awareness

We provide regular training to our employees, ensuring they understand the risks of modern slavery and human trafficking and are aware of the signs to look for. Training programmes are also extended to our suppliers and partners to promote awareness and compliance throughout our supply chain.

Reporting and Whistleblowing

We encourage employees, suppliers, and stakeholders to report any concerns or suspicions of modern slavery or human trafficking. Reports can be made confidentially and anonymously through our whistleblowing policy. All reports are taken seriously, investigated promptly, and appropriate actions are taken to address any issues.

Continuous Improvement

We are committed to continuously improving our practices to combat modern slavery. This includes regularly reviewing and updating our policies, procedures, and training programmes to reflect best practices and emerging trends in anti-slavery measures.

Conclusion

City of Birmingham Rockets Basketball Club Limited is dedicated to playing its part in eradicating modern slavery and human trafficking. We will continue to work diligently to ensure our operations and supply chains are free from these practices, upholding the highest standards of ethical conduct and human rights.

Signed:



Kirk Dawes

Chairperson

City of Birmingham Rockets Basketball Club Limited

Date: 1/6/24

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending 2024. It is approved by the Board of Directors and will be reviewed and updated annually.