Powerleague Modern Slavery Statement 2025

1. Introduction

Powerleague is committed to conducting its business with integrity and ethics. We take a zero-tolerance approach to modern slavery, human trafficking and exploitation, and we are committed to identifying and reducing risks across our business and supply chain.

This statement is made in accordance with Section 54 of the UK Modern Slavery Act 2015 and relates to the financial year 1 January 2025 to 31 December 2025.

During 2025, we continued to strengthen our approach to modern slavery compliance. This included expanding our supplier audit activity, embedding online training through MAPAL, and enhancing internal awareness across our operations. We also continued to grow our estate, including the addition of padel courts and investment in our club network.

This statement has been approved by the Senior Leadership Team and will be reviewed and published annually.

John Gillespie
Chief Executive Officer

2. Responsibilities

The CEO and operational board members have overall responsibility for ensuring this statement meets Powerleague's legal and ethical obligations.

The Chief Commercial and Marketing Officer is responsible for measuring, monitoring and making recommendations to reduce supply chain risk, supported by the commercial team.

The Chief People Officer is responsible for ensuring appropriate policies, procedures and training are in place across the business.

Day-to-day implementation is supported by senior managers, department heads and club managers.

3. Our Business and Structure

Powerleague is a leading multi-sport provider, offering football, netball, and racquet sports across the UK and Europe, operating over 40 centres, including sites in Dublin and the Netherlands.

Our purpose is simple. We exist to enhance lives through sporting team experiences in local communities.

As at December 2025, Powerleague employed 560 colleagues across its club network and support office functions.

4. Our Supply Chain

Powerleague works with a range of external partners to support our operations. These include:

- Suppliers of goods and services
- Contractors supporting club operations
- Temporary workers and specialist freelancers

We recognise that modern slavery risks are more likely to arise within supply chains, particularly where goods are manufactured or sourced internationally.

During 2025, we continued the rollout of supplier audits as part of our commitment to strengthening visibility and oversight across our supply base. Suppliers are expected to meet our ethical standards and may be subject to review where risks are identified.

5. Policies and Due Diligence

Code of Conduct
Our Code of Conduct outlines expected behaviours for colleagues and partners, aligned to our values and legal obligations.

Ethical Recruitment
All hiring managers are required to carry out right-to-work checks using ID verification technology. We are committed to ensuring all colleagues are engaged on fair and transparent terms.

Whistleblowing
Employees, customers and suppliers can raise concerns through a confidential helpline or monitored email. Reports can be made anonymously and are reviewed centrally.

Supporting Policies
Our Equal Opportunities, Diversity & Inclusion and Anti-Bribery policies underpin our approach and are embedded through training.

Due Diligence
We carry out due diligence on suppliers through onboarding checks, contractual requirements and risk-based supplier audits. Where higher-risk suppliers are identified, additional review activity may be undertaken.

We recognise that our approach continues to evolve, and we remain focused on improving visibility across our supply chain over time.

6. Risk Assessment and Management

We take a risk-based approach to identifying and managing modern slavery risks.

Operations
While the risk within our directly employed workforce is considered low, we acknowledge that vigilance is required across a multi-site operation. Colleagues are encouraged to report any concerns and are supported to do so.

Supply Chain
We recognise that higher risks may exist within certain areas of our supply chain. We work to identify these risks through supplier engagement and audit activity and will take action where concerns are identified.

We promote a culture of awareness and accountability across the business, ensuring that potential risks are taken seriously and addressed appropriately.

7. Measuring Effectiveness

We continue to develop our approach to measuring the effectiveness of our modern slavery controls.

Key indicators include:

- Completion rates for mandatory modern slavery training
- Number of supplier audits completed
- Number of concerns raised through whistleblowing channels
- Actions taken in response to identified risks

Training
Modern slavery awareness forms part of colleague induction and is refreshed annually through MAPAL. Training is designed to help colleagues recognise potential indicators of modern slavery and feel confident in reporting concerns.

Auditing
Clubs are audited monthly by regional managers and periodically by external auditors. These audits include compliance checks on suppliers and operational practices.

Reporting
All reported concerns are reviewed centrally. The COO/CPO/CCMO are notified of relevant issues and reviews activity on a regular basis.

8. Future Objectives

We are committed to continuous improvement and will focus on the following priorities in 2026:

- Expanding supplier risk mapping to improve visibility across the supply chain
- Introducing enhanced due diligence for higher-risk suppliers
- Strengthening reporting metrics to track effectiveness over time
- Continuing to develop and update training content in line with legislation and best practice
- Enhancing the communication of our expectations to all approved suppliers