



THE
KIA
OVAL

Surrey County Cricket Club
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Surrey County Cricket Club Ltd
Registered in England
Company Registration No 27896R
VAT Registration No 236 143 272



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SLAVERY AND HUMAN TRAFFICKING STATEMENT

18th July 2025

This statement is made by Surrey County Cricket Club on behalf of itself and its subsidiary undertakings (together the “Group”):

- Kennington Oval Limited
- Oval Events Holdings Limited
- Oval Events Limited
- Oval Hotel Holdings Ltd
- Oval Invincibles Ltd
- Oval Whitehouse Holdings Ltd

About Surrey County Cricket Club

Surrey County Cricket Club was formed in 1845 and is one of the most historic sports clubs in the United Kingdom. We first won the County Championship in 1890 and have since lifted the most prestigious trophy in English domestic cricket 23 times, most recently in 2024. Surrey County Cricket Club is very special as it is owned by its Members, with the governance of the Club set out in the Club Rules. The Club’s Members elect a General Committee to represent their interests in the management of the Club’s activities, responsibility for which is fully delegated to the Board. Those wishing to learn more about Surrey County Cricket Club can do so on our website:

<https://www.kiaoval.com/about-surrey-cricket/>

Surrey County Cricket Club is dedicated to conducting its business consistent with the highest standards of business ethics. We are committed not only to our cricket team but to our employees, shareholders, customers, suppliers, community representatives and other business contacts to be honest, fair and forthright in all of our business activities. In accordance with this ethical approach, we do not tolerate modern slavery or human trafficking in our organisation or in our supply chain. As a Member’s Club, maximising profit is not our primary objective, and we believe that modern slavery, a brutal way of producing goods and services at lower costs, is immoral and wrong.

Our business

Our revenue streams are, at a basic level, divided between 'on-field activities' - the cricket - and 'off-field activities', which, for example, incorporates our hospitality, conference & events, and sponsorship.

- The Club is based at the Kia Oval in Kennington, South London. One of the world's iconic cricket venues, it currently seats over 27,000 spectators and is the second largest cricket stadium in the UK.
- Within the commercial revenue sector, our key revenue streams are: sponsorship; retail; hospitality on major matchdays; conferences and events at the Kia Oval.
- The England & Wales Cricket Board (ECB) supports the game of cricket financially through staging fees, performance-related payments and International central contracts to counties who provide England players.

Our supply chains

Our supply chains include third party suppliers of products/services required for our Commercial and Matchday operations. These include, amongst others, suppliers of the following products/services, for example:

- Cricket operations
- Catering products and services
- Food & beverages
- IT equipment/software/hardware
- Kit and equipment
- Merchandise
- Security services

The Club also has a joint venture with Compass Group, 'Oval Events Holdings Ltd', whose principal activity is to deliver hospitality and catering services at our cricket matches and to our Conference and Events business. A significant number of people based at the Kia Oval are employed through OEHL by Compass Group UK. Compass Group and their supply chain are aligned to our values and commitments regarding Modern Slavery law.

The Board of Directors has overall responsibility for ensuring that we comply with our legal and ethical obligations, and that all those under our control comply with it. We also have the following measures in place relevant to modern slavery:

Procurement

The Club recruited a procurement consultant in January 2025, who is responsible for introducing a procurement function to the business. This enables us to perform activities such as pre-qualification checks, supplier due diligence and negotiating supplier agreements across all purchasing over an amount determined in the procurement policy. These activities help to mitigate against risks including modern slavery, and ensure that suppliers and partners are aligned to our ethical and compliance standards.

Fair Wage

We oppose Modern Slavery and Human Trafficking in all its forms. We do not tolerate modern slavery or human trafficking in our organisation or in our supply chain. We comply with all applicable labour laws relating to working terms and conditions, including pay, and we place great emphasis on the fair and equal treatment of all our staff. All our staff (including agency workers) are paid at least the London Living Wage.

Whistle-blower processes

We have in place robust whistle-blower processes where staff who have concerns about any breach of ethical standards may report their concerns on an anonymous basis, this includes a whistleblowing hotline managed by an independent third party. This enables our workforce to raise any concerns, whether that be in relation to the treatment of colleagues or in relation to practices within the club or supply chain, without fear of reprisal.

Our whistleblowing policy is available to download from the Club's intranet.

Our Safeguarding Team

We have an established Safeguarding Team that works across the whole of the Club. We are committed to ensuring that all children, young people and adults at risk who take part in cricket have a safe, positive and fun and inclusive experience whatever their level of involvement.

Everyone who is involved in cricket has a shared responsibility to support this by promoting the welfare of all children, young people and adults at risk and individually and collectively, we are signed up to the ECB Safe Hands Policy and are committed to deliver the ECB Safeguarding Standards as set out in the ECB's County Partnership Agreement with Surrey.

We recognise our collective and individual safeguarding responsibilities and accountabilities. We commit to:

- Implementing preventative safeguarding measures and creating safe and enjoyable cricket settings.
- Having clear, simple process in place for reporting concerns.
- Ensuring safeguarding concerns regarding children and adults at risk are managed appropriately and thoroughly in conjunction with the ECB, Statutory agencies and other organisations as appropriate.

This commitment is made by our County Board Trustees, the Foundation, Surrey County Cricket Club's Management Board and CEO to show our commitment to delivering the Safeguarding Standards for Cricket, set out by the ECB through the Safe Hands Policy.

We also have a designated Board Safeguarding Lead, who reports into the main Surrey Board on safeguarding matters.

Our safeguarding policies are available upon request by emailing our County Safeguarding Officer on cs@surrycricket.com. The Board Safeguarding Lead is contactable on safeguardinglead@surrycricket.com. Additional information can be accessed by visiting <https://www.kiaoval.com/about-surrey-cricket/safeguarding/>

Recruitment

At Surrey County Cricket Club, we are committed to safeguarding and protecting the children, young people and adults at risk that we work with. As such, all posts are subject to a process of vetting, including the disclosure of criminal records if required and the seeking of references. We ensure that we have a range of policies and procedures in place which promote safeguarding and safer working practice across our organisation.

We recognise that modern slavery and human trafficking is a potential risk when recruiting our workforce.

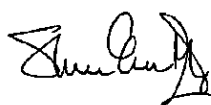
Our robust recruitment and safer recruitment policies are reviewed periodically. Our recruiting teams and hiring managers are all familiar with the 'Safer Recruitment' guidance, which is reviewed and reissued on an annual basis, and additional awareness training is delivered. We ensure that that eligibility to work in the UK checks, and other background checks, are conducted for all colleagues joining the club

In furtherance of our commitment to taking a zero-tolerance approach to modern slavery and human trafficking, our standard terms and conditions for suppliers include an express obligation that they comply with applicable anti-slavery and anti-human trafficking legislation.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's modern slavery and human trafficking statement for the financial year ending 31 January 2025.

Signed on the Board's behalf for and on behalf of Surrey County Cricket Club Limited and its Group companies as defined above.

Approved by the Surrey Board on 18th July 2025.



Steve Elworthy MBE
CEO, Surrey County Cricket Club