

Season 2026 - 2027

Burnley Football Club & Burnley FC in the Community



OUR COMMITMENT:

Burnley Football Club and Burnley FC in the Community are committed to preventing modern slavery, human trafficking, forced labour, servitude and all forms of exploitation within our organisation, supply chains and wider business relationships.

Modern slavery is a crime and a violation of fundamental human rights. It can take many forms, including slavery, servitude, forced or compulsory labour and human trafficking. We have a zero-tolerance approach to modern slavery and are committed to acting ethically, with integrity and transparency in all aspects of our operations.

As a football club and charity organisation, we recognise our responsibility to uphold and promote human rights and to ensure that individuals are treated with dignity, fairness and respect. We expect the same commitment from our employees, volunteers, contractors, suppliers, partners and any organisations acting on our behalf.

Our vision of being "One Club for All" extends to ensuring that exploitation, abuse and modern slavery have no place within our organisation or the communities we serve.

GOVERNANCE AND RESPONSIBILITY:

The Club Board has overall responsibility for ensuring that Burnley FC maintains an effective approach to preventing modern slavery.

The Board of Trustees has overall responsibility for ensuring that Burnley FC in the Community maintains an effective approach to preventing modern slavery.

Operational responsibility is shared across relevant departments including HR, Finance, Safeguarding and Senior Management, who work together to identify, manage and respond to potential risks.

All employees, workers, volunteers and contractors are expected to comply with this Statement and support Burnley FC and Burnley FC in the Community's commitment to preventing modern slavery.

RISK ASSESSMENT:

We recognise that the risk of modern slavery can exist within a range of sectors and industries and may arise through employment practices, contracted services or supply chains.

Burnley FC and Burnley FC in the Community consider potential risks when engaging with suppliers, contractors, agency workers and service providers and seeks assurances that appropriate employment and labour standards are maintained.

Particular attention may be given to areas that are recognised as presenting a higher risk of labour exploitation, including contracted services, temporary labour and supply chain arrangements.

EMPLOYMENT PRACTICES:

Burnley Football Club and Burnley FC in the Community are committed to fair, lawful and transparent employment practices and follow a robust safer recruitment process which is recognised as best practice.

We undertake appropriate recruitment and pre-employment checks, including verification of identity and right-to-work

requirements where applicable. We are committed to ensuring that all employees, workers and volunteers are treated fairly and are not subjected to exploitation, coercion or forced labour.

SUPPLY CHAIN AND DUE DILIGENCE:

We recognise the importance of maintaining responsible and ethical supply chains.

Burnley FC and Burnley FC in the Community incorporates modern slavery considerations into procurement and supplier due diligence processes where appropriate. We seek to work with suppliers, contractors and partners who share our commitment to ethical business practices and compliance with employment and human rights legislation.

Where concerns are identified, Burnley FC and Burnley FC in the Community reserves the right to seek further assurances, review supplier relationships or take appropriate action.

REPORTING CONCERNS:

Burnley FC and Burnley FC in the Community encourages employees, volunteers, contractors, suppliers and stakeholders to raise concerns where they suspect modern slavery, human trafficking or labour exploitation may be taking place.

Concerns may be reported through:

- The Safeguarding Team;
- Human Resources;
- Line management arrangements;
- Whistleblowing procedures; or
- Any other established reporting mechanisms.

All concerns will be treated seriously and, where appropriate, investigated promptly and confidentially. Where criminal activity or safeguarding concerns are identified, referrals will be made to the relevant statutory authorities.

SAFEGUARDING AND VULNERABLE INDIVIDUALS:

Burnley FC and Burnley FC in the Community recognises that children, young people and vulnerable adults may be particularly susceptible to exploitation and abuse.

Any concerns relating to modern slavery identified through safeguarding activity will be managed in accordance with our safeguarding procedures and, where necessary, referred to appropriate external agencies.

The welfare and protection of children and vulnerable adults remains paramount in all safeguarding decisions.

TRAINING AND AWARENESS:

Burnley FC and Burnley FC in the Community are committed to raising awareness of modern slavery and promoting a culture where concerns can be identified and reported.

Appropriate employees and stakeholders will receive information, guidance and training relevant to their role in helping

them:

- Understand the risks associated with modern slavery;
- Recognise potential indicators of exploitation;
- Understand reporting responsibilities; and
- Support Burnley FC and Burnley FC in the Community's commitment to ethical and lawful practices.

MONITORING AND REVIEW:

Burnley FC and Burnley FC in the Community will periodically review our policies, procedures and practices to ensure that they remain effective in preventing modern slavery and aligned with relevant legislation and recognised best practice.

We are committed to continuous improvement and will take appropriate action where opportunities to strengthen our approach are identified.

We expect all those connected with Burnley FC and Burnley FC in the Community to share and uphold this commitment.

APPROVED ON BEHALF OF THE BOARD OF DIRECTORS:

Alan Pace,
Chairman
Burnley Football Club

APPROVED ON BEHALF OF THE BOARD OF TRUSTEES:

Brian Nelson,
Chair of Trustees
Burnley FC in the Community

