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LeDap group Modern Slavery and Human Trafficking Statement

This statement is made on behalf of LeDap group and all its subsidiaries including but not limited to UK Padel Club Ltd. in accordance with the Modern Slavery Act 2015.

We always aim to carry out our business in full compliance with applicable local law and best practice. That includes, but is not limited to, proper respect for human rights and a commitment to combating abuses of those rights, whether through human trafficking, slavery, child labour or otherwise.

As a professional operated business within the sports and leisure industry, we are committed to preventing modern slavery and human trafficking in our operations and supply chains.

Organisation Structure and Supply Chains

Our business:

At LeDap we envision a vibrant padel community worldwide. Through our range of services spanning e-commerce, court manufacturing and club management, we're dedicated to enriching the premium padel experience for all.

Our people:

Our employees are employed on permanent basis. We conduct right-to-work checks for all employees across our entities regardless of the position. We benchmark our working conditions against industry best practice to ensure that our employees are treated well.

Our suppliers:

Our supply chains primarily consist of food and beverage, padel tennis equipment, various garments, padel courts, and waste collection. As we own padel court manufacturing, we maintain full control over this aspect of our supply chain and see no risk in this area. For food and beverage, we collaborate with both reputable local partners and large global companies. We prioritize sourcing locally whenever possible and ensure structured onboarding for new vendors, reinforcing our commitment to ethical business practices and zero tolerance for modern slavery and human trafficking.

2. Policies in Relation to Slavery and Human Trafficking

We have a zero-tolerance approach to modern slavery. Our policies, including our Whistleblower Policy, outline our commitment to fair labour practices and the elimination of any form of forced labour. Our whistleblower procedure also ensures that all employees can report their experiences or observations of any concerns.

3. Due Diligence Processes

We conduct due diligence on our employees and suppliers to assess risks related to modern slavery and ensure compliance with our ethical standards. This includes right-to-work checks, supplier reviews, and adherence to ethical employment practices.

4. Risk Assessment and Management

We prioritize risk identification of modern slavery within our workforce and supply chains. We have set out for ourselves to work with a structured modern slavery risk assessment in the coming year. Any potential outcome will be reported in our next statement. Reviewing the guidance in the Beyond Compliance report published by CORE Compliance, we believe that the

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primary risk areas relate to purchase of padel clothing and merchandise. We are committed to take corrective action to mitigate any potential issues based on the risk assessment.

5. Key Performance Indicators to Measure Effectiveness
To track our progress, we measure:

- The number of right-to-work checks completed
- Reports of non-compliance and corrective actions taken
- Whistleblower reports related to modern slavery concerns

6. Training on Modern Slavery and Trafficking
We are committed to raising awareness of modern slavery risks among our employees and stakeholders. Future training initiatives will be developed to ensure employees understand how to identify and report concerns.

As this is our first statement, we recognize this as an initial step in our ongoing commitment to ethical business practices and the prevention of modern slavery.

Signed,

Signed by:
Mads Henrik Ryder
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Mads Ryder

Managing Director for LeDap group

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