The Welsh Rugby Union Limited

Modern Slavery Statement

We have prepared this statement for the purposes of section 54(1) of the Modern Slavery Act 2015. This statement constitutes The Welsh Rugby Union's (the "WRU") slavery and human trafficking statement for the financial year 2020 - 2021.

The WRU is the national governing body for rugby union in Wales. Our purpose and principal activity is to promote all rugby union in Wales and encourage more people to engage with the game, more often, with more enjoyment and more success. Our mission is to define Wales and to unite communities.

The WRU falls within the ambit of the Modern Slavery Act 2015, given its global annual turnover.

References in this statement to "forced labour" mean any conduct which is an offence under Part I of the Modern Slavery Act 2015 including slavery, servitude, any type of forced or compulsory labour and trafficking for the purposes of exploitation.

Structure and Business

The WRU has a number of direct and indirect subsidiaries. The WRU Group has approximately 230 employees.

The WRU's direct subsidiaries include WRU National Centre of Excellence Limited, WRU Properties Limited, WRU Six Nations Limited and WRU Supporters Club Limited. The WRU also majority owns Millennium Stadium plc; owns 83.5% of Millennium Stadium Experience Limited; owns 80% of WRU Gwent Region Limited (and owns 80% of each of that entity's two subsidiary companies, WRU Gwent Rugby Limited and WRU Gwent Stadium Limited); and (through WRU Properties Limited) owns 75% of Parkgate Hotel Cardiff Limited.

Our work is underpinned by our strong values of Courage, Family, Humour, Integrity, Excellence and Success and our continued commitment to equality, diversity and inclusion.

We remain committed to having systems in place to safeguard against forced labour in any part of our business or our supply chains and we do not tolerate forced labour either within our business itself or within our supply chains. We expect our suppliers (whether direct suppliers or those that directly or indirectly supply our direct suppliers) to share the same values.

We will continue to review our business and our supply chains to fully understand the risks that we face in relation to forced labour.

Supply Chains

Our supply chains are diverse. We have decided to continue to focus our attention on those elements which incorporate clothing and rugby ball manufacturers, catering providers and cleaning services providers, as these form a large part of our supply chain activity. However, we remain vigilant for any suspected instance of forced labour across other aspects of our business and we expect our suppliers to operate fair and equitable practices whereby forced labour is not tolerated and to act ethically and with integrity.

Due Diligence

We continue to take the following steps to assess and manage any risk that our supply chains may use forced labour:

- we expect our suppliers to comply with their obligations under the Modern Slavery Act 2015 and to place similar expectations on their respective suppliers;

- when entering into arrangements with suppliers, we may ask our suppliers to complete a self-assessment questionnaire which allows us to assess their business, so that we are alert for any indicators of forced labour;
- we maintain communication and personal contact with our suppliers to ensure they understand our expectations;
- we incorporate relevant contractual obligations into our supplier contracts, such that our suppliers will:
    - undertake to comply with the Modern Slavery Act 2015;
    - warrant that their business and, to the best of their knowledge, their own supply chain do not use forced labour;
    - agree to permit us and third parties acting for us to inspect their facilities, records and practices to audit their business for the purposes of ensuring that they comply with these obligations and that there is no use of forced labour; and
    - impose equivalent obligations on their own suppliers,

    such that a failure to adhere with such terms may ultimately result in termination of the contract entered into with that supplier;
- the contractual terms we enter into with our suppliers are regularly reviewed; and
- we shall review statements published by our suppliers on the use of forced labour to ensure that they in turn are taking what appears to us to be appropriate steps.

Reporting and Training

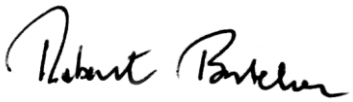
We have robust procedures for recruiting employees, with a Human Resources team that manages recruitment and our employee processes. We will continue to ensure that relevant employees are aware of the obligations contained in the Modern Slavery Act 2015 and will provide training to relevant employees to ensure a high level of understanding of the risks of forced labour in our business and supply chains.

We have in place an employee '*Whistleblowing Policy'*, that encourages employees to report any concerns in relation to behaviours that may be contrary to the WRU's statutory obligations. This policy encourages our employees to report their concerns and aims to provide an environment where our employees feel able and safe to raise such concerns. The WRU will take the appropriate measures to address those concerns wherever possible.

The WRU has a designated Audit and Risk Committee which is responsible for assisting the WRU Board to discharge its responsibilities in a number of areas, including internal controls and risk management.

We will continue to assess the effectiveness of the measures we implement. We will also review and refine our policies in relation to forced labour as necessary.

This statement was approved by the Board of Directors on 9 December 2021.



Robert Butcher
Chairman of the Board of Directors