

MODERN SLAVERY ACT 2015: SLAVERY AND HUMAN TRAFFICKING STATEMENT

Norwich City Football Club takes a zero-tolerance approach to slavery and human trafficking, both across the Club's group of companies and within our supply chains. This statement sets out the steps that we have taken to eliminate, as far as possible, the risk of slavery and human trafficking taking place, as well as the steps which we propose to take to further mitigate against such risks.

ORGANISATIONAL STRUCTURE

Norwich City Football Club PLC is a professional football club playing in the EFL Championship. The Club has an international presence, both in terms of its supply chains and its supporter reach.

Norwich City Football Club PLC is the parent company of Canary Sports LLC, N.C.F.C (Holdings) Limited (in liquidation), Kerrison Holdings Limited (in liquidation) and Kerrison Developments Limited (in liquidation) and owns 75% of Norwich City FC Regional Development Programme Ltd (together, the "Group").

Delia's Canary Catering is a brand name used by Norwich City Football Club PLC.

All references in this statement to "we" or "our" is to the Norwich City Football Club PLC Group.

OUR SUPPLY CHAINS

Our supply chains include suppliers of IT and other office equipment, food and beverage suppliers, retail suppliers and commercial suppliers. We also have a number of business relationships with a range of organisations around the world.

OUR POLICIES AND PROCESSES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring, as far as possible, that there is no slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery & Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to reduce the risk of slavery and human trafficking taking place in our supply chains.

Norwich City Football Club PLC has a dedicated safeguarding team that works across the Group to protect the welfare of all children, young people and adults at risk that come into contact with the Group. Safeguarding specific policies and embedded referral processes are in place for concerns to be reported to the safeguarding team.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

In relation to all of our supply chains, we ensure that the parties we are contracting with are aware of and agree to our Anti-Slavery & Human Trafficking Policy and our commitments to reducing the risk of slavery and human trafficking taking place.

We do this in a number of ways, including requiring suppliers to agree to our supplier terms and conditions which make it a condition that they agree to our practices which are targeted at removing the risk of slavery and human trafficking from our supply chains. We also undertake a risk assessment to identify the level of risk of slavery and human trafficking for each company in our supply chains.

As part of our initiative to identify and mitigate this risk we include anti-slavery and human trafficking provisions within our commercial contracts to ensure the parties we work with understand our commitment to, and comply with the terms of, our Anti-Slavery & Human Trafficking Policy.

We also speak to companies in our supply chains regularly about their processes and how they source labour and materials as well as asking them to see their anti-slavery and human trafficking commitments.

FUTURE ACTIONS

We continue to review our suppliers and their practices to mitigate the risk of slavery and human trafficking within our business and supply chains, which includes (but is not limited to) visits to our overseas suppliers, such as our kit manufacturer, to inspect working practices first-hand.

Our continued strategy also includes plans to develop a refined and updated supplier due diligence questionnaire for existing and prospective suppliers and partners.

We are also highlighting the risks of slavery and human trafficking as part of our induction process and reviewing our in-house training provision, to ensure that we can deliver targeted and relevant training to staff on a regular basis.

TRAINING

To ensure a high level of understanding and awareness of the risks of slavery and human trafficking in our supply chains and our business, we shall provide or procure training to our relevant staff over and above the training mentioned above.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Norwich City Football Club PLC Group's slavery and human trafficking statement for the financial year ending 31st July 2020. This statement received Board approval on 22nd January 2021.

Signed

THE BOARD OF DIRECTORS

NORWICH CITY FOOTBALL CLUB PLC