

The Welsh Rugby Union Limited

Modern Slavery Statement

The Welsh Rugby Union Limited (the "WRU") is the national governing body for grassroots and elite rugby in Wales. Our purpose and principal activity is to promote rugby and encourage more people to engage with the game, more often, with more enjoyment and more success.

The WRU majority owns Millennium Stadium plc, WRU National Centre of Excellence Limited and WRU Supporters Club Limited. The WRU also owns 83.5% of Millennium Stadium Experience Limited.

Our work is underpinned by our strong values of Courage, Family, Humour, Integrity, Excellence and Success and our commitment to equality. According to the International Labour Organisation, there are some 24.9 million people worldwide who are subjected to forced labour. We do not tolerate forced labour either within our business itself or within our supply chain. We expect our supply chain (whether direct suppliers or those that directly or indirectly supply our direct suppliers) to share the same values.

We continue to review our business and our supply chain to fully understand the risks that we face in this regard.

Supply Chain

Our supply chain is 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 all aspects of our business.

We are taking the following steps to assess and manage any risk that our supply chain 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 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; 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.

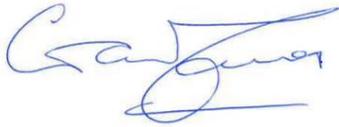
Business

We will ensure that relevant employees are aware of the obligations contained in the Modern Slavery Act 2015.

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 then take the appropriate measures to address those concerns wherever possible.

We have prepared this statement for the purposes of section 54(1) of the Modern Slavery Act 2015 and it constitutes the WRU's slavery and human trafficking statement for the financial year 2017-2018. References in the statement to "forced labour" mean any conduct which is an offence under Part I of that Act including slavery, servitude, any type of forced or compulsory labour and trafficking for the purposes of exploitation.

This statement was approved by the Board of Directors on 1 August 2018.



Gareth Davies
Chairman of the Board of Directors