WOMEN'S SPORTS GROUP: CSR POLICY

Diversity, Equality, Inclusion & Belonging

The Women's Sports Group (WSG) was founded as an organisation with equality, diversity and inclusion at its core and we work to positively influence partners, clients and the wider industry in this endeavour. As part of our efforts, we promote equality, champion diversity, enhance opportunity and promote positive change both internally and in partnership with external organisations.

Our DEI&B commitments:

- We are fostering a culture of inclusivity
- We promote diversity at all levels
- We are without bias in hiring and promotion
- We provide training, development and mentoring opportunities
- We hold our leaders accountable

Future steps:

- We will maintain our commitments and continue to strive and better our goals and metrics with ongoing assessment of the effectiveness of our DEI&B commitments
- We will regularly update and review our policies and procedures
- We will offer our people diversity and inclusion training
- We will foster a culture of open communication
- We will continue to celebrate diversity in all its forms

We expect and will encourage our limited supply chain to operate fair and equitable practices.

Sustainability

Climate change affects us all and we understand our responsibility to be accountable, take authentic steps to minimise our environmental impact and create positive change. At WSG we are working to actively reduce our climate impact and have, from the start, integrated sustainable practices across the business. We collaborate with our partners and clients to do the same.

Our sustainability commitments:

- We limit energy consumption
- We limit waste
- We use sustainable materials
- We promote sustainable transportation
- We support local businesses
- We educate team members

WOMEN'S SPORTS GROUP: MODERN SLAVERY POLICY

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, and contractors.

Women's Sports Group strictly prohibits the use of modern slavery and human trafficking in our operations. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation.

MODERN SLAVERY AND HUMAN TRAFFICKING

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

Our Modern Slavery and Human Trafficking principles reflect the ethics set out in various global guidelines including the following:

- Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises
- The United Nations Global Compact
- The United Nations Universal Declaration of Human Rights
- The Guiding Principles on Business and Human Rights
- Sustainable Development Goals (SDGs)

COMMITMENTS

We shall be a company that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation.
- The prevention, detection and reporting of modern slavery in any part of our organisation is the responsibility of all those working for us or on our behalf.

Workers must not engage in, facilitate, or fail to report any activity that might lead to, or suggest, a breach of this policy.

If we find that other individuals or organisations working on our behalf have breached this policy, we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships.