

SPORTS DIRECT

International plc

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MODERN SLAVERY ACT 2015

INTRODUCTION

Sports Direct International plc (**Sports Direct**) and its subsidiaries (all together the **Group**) aim to respect all people and are committed to equal treatment.

We will continue endeavouring to ensure that no modern slavery or human trafficking takes place within our business or our supply chain, and will take immediate steps to deal with any organisations or individuals found to be involved in such practices so that our standards and values are maintained. We already have a track record of doing so.

OUR BUSINESS

The Group includes the UK's largest sporting goods retailer and operates a diversified portfolio of sports, fitness, fashion and lifestyle fascias and brands.

Each year the Group's c.29,000 people work together to serve our valued customers and collaborate with our global wholesale and licensing partners to promote the Group's brands.

The Group operates through three strategic business segments:

- Sports Retail;
- Brands; and
- Premium Lifestyle.

We continue to enhance our store portfolio and now operate out of over 750 stores.

OUR SUPPLY CHAIN

Our supply chain includes household name international brands, staff agencies, buying agents, shipping partners and licensees in the UK and around the world.

OUR POLICIES ON MODERN SLAVERY AND HUMAN TRAFFICKING

We are committed to eradicating modern slavery or human trafficking occurring in our business.

We aim to take all reasonable steps to effect necessary change in our supply chains, recognising that it is an on-going challenge to ensure consistent visibility and enforcement of policies which virtually all businesses dealing in consumer goods are facing.

Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in our business relationships and to implementing and enforcing effective systems and controls aimed at reducing the risk that modern slavery or human trafficking may be taking place anywhere in our business or supply chain.

DUE DILIGENCE PROCESSES FOR MODERN SLAVERY AND HUMAN TRAFFICKING

As part of our on-going drive to identify and mitigate the risk we are enhancing our framework to:

- Highlight and address potential risk areas in our business and supply chain, including through contractual provisions.
- Monitor potential risk areas in our supply chain, including through audits.
- Notify and work with relevant authorities when any instances are believed/suspected to have occurred.

SUPPLIER ADHERENCE TO OUR VALUES

We have a zero tolerance approach to modern slavery and human trafficking. We endeavour to ensure that as far as is reasonably possible all those in our supply chain and contractors comply with our values.

Modern slavery is often difficult to identify and tackle, particularly in the context of large supply chains, but we are committed to working with our suppliers in an effort to combat this crime.

Our household name third party brand suppliers have well publicised approaches to trying to eradicate modern slavery and human trafficking, which we monitor.

We have a long standing relationship with our two leading supply chain companies, both of which we have worked with extensively for over 10 years. This model is an important component of our approach (adopted before the Modern Slavery Act 2015 emerged) and gives us the opportunity to influence the supply chain more effectively.

We are discussing our Anti-slavery Policy, and approach to combatting modern slavery generally, on an ongoing basis with those leading supply chain companies. We have identified further ways in which our respective policies can be improved, and we continue to work to implement change.

We are refining the auditing requirements and procedures in respect of our leading supply chain companies and their suppliers.

We believe that these steps will help to ensure that our supply chain is compliant with the provisions and underlying principles of the Modern Slavery Act 2015, which are in turn, in line with the core values of our business.

TRAINING

In an effort to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we provide relevant on-going training to our staff.

We also continue to encourage our supply chain to provide equivalent relevant training to their staff and their suppliers.

FURTHER STEPS

Following a review of the effectiveness of the steps we have taken this year to ensure as far as reasonably possible that there is no modern slavery or human trafficking in our supply chain, we intend to take amongst other measures the following further steps to combat modern slavery and human trafficking:

- Continue to review and develop the Group's monitoring processes and staff training;
- Continue refreshing our leading suppliers confirmation of adherence to our Anti-slavery Policy; and
- Implement any key recommendations from the latest annual review of the Group's standards.

SECTION 54(1)

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Group's modern slavery and human trafficking statement for the financial year ending 30 April 2017.

This statement has been approved by the Board.



Sports Direct International plc

Date: 12/12/2017