

THE·TEAM

SPORTS | MUSIC | ENTERTAINMENT

THE·TEAM Modern Slavery and Human Trafficking Statement

Financial Year Ending: 31st December 2024 | Published: 30th June 2025

Introduction

This statement covers the activities of THE·TEAM: SME, LLC and its subsidiaries, including THE·TEAM: SME Management EMEA Limited, THE·TEAM: SME EMEA LLP and THE·TEAM: SME Music Limited (together, "THE·TEAM").¹

This statement is made in accordance with Section 54(1) of the UK Modern Slavery Act 2015 and outlines the steps THE·TEAM has taken during the financial year ending 31st December 2024 to prevent modern slavery and human trafficking in our business operations and supply chains.

THE·TEAM is committed to upholding human rights, promoting ethical practices, and taking a zero-tolerance approach to all forms of modern slavery and human trafficking.

Our Business and Structure

THE·TEAM operate globally across the sports, music, marketing, and entertainment sectors. Our services range from talent representation and brand strategy to content creation and partnership development.

We have operations in the UK, Europe, Middle East, Asia the US, and other territories, and we work with a broad network of suppliers, contractors, and consultants across diverse industries and markets.

Our Policies

THE·TEAM's Anti-Slavery and Human Trafficking Policy reflects our commitment to integrity, transparency, and continuous improvement in identifying and addressing modern slavery risks. This policy is supported by other internal policies including:

- Whistleblowing Policy
- Responsible Sourcing & Supplier Code of Conduct
- Responsible Business Code
- Employee Code of Conduct
- Health & Safety Policy
- Human Rights Policy

We ensure all employees, partners, and suppliers are aware of our expectations, and the standards we uphold.

Governance and Responsibility

Our Board of Directors holds overall responsibility for ensuring compliance with the Modern Slavery Act. Implementation and oversight of our policy is led by our Anti-Slavery Officer, Karima Green (SVP, Impact).

All concerns or breaches are managed in line with our internal governance protocols and whistleblowing procedures.

¹ Prior to March 2026, these entities were named Wasserman Media Group, LLC, Wasserman Management Europe Limited, Wasserman EMEA LLP and Wasserman Music Limited, respectively.

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Risk Assessment and Due Diligence

During the reporting period, THE·TEAM has taken steps to assess and manage the risk of modern slavery, including:

- Reviewing supplier contracts and onboarding practices
- Requiring key suppliers to confirm compliance with the Modern Slavery Act
- Embedding ethical and human rights expectations into procurement processes

Training and Awareness

We provide:

- Onboarding training for all new hires covering ethical conduct and modern slavery awareness
- Regular internal communications reinforcing ethical business practices

Monitoring and Compliance

We maintain internal controls to ensure compliance, including:

- Annual review of our Anti-Slavery Policy
- Supplier audits where appropriate
- Mechanisms for anonymous whistleblowing and safe reporting

Any breach of our policy by staff or suppliers may result in disciplinary action, termination of contracts, and/or referral to relevant authorities.

Future Commitments (2025–2026)

In the next financial year, THE·TEAM is committed to:

- Fully assess the Tier 1 supply chain for 2026
- Expanding supplier due diligence and risk screening tools
- Publishing a “Sustainability Data Gap Map” to enhance transparency and traceability in sustainability reporting
- Strengthening third-party onboarding with clear compliance declarations
- Deepening partnerships with suppliers to support ethical best practices

This statement has the support of THE·TEAM Board of Directors and approved on 30th June 2025.

Signed:


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Darrell Coetzee
Chief Operating Officer

Dated 30th June 2025