



Modern Slavery and Human Trafficking Statement

Financial Year Ending: 31st December 2025 | Published: 30th June 2026

This statement covers the activities of The.Team: SME Management EMEA Limited and its subsidiary Wasserman EMEA LLP ("THE TEAM"), and is made pursuant to Section 54(1) of the UK Modern Slavery Act 2015. It outlines the steps taken by THE TEAM during the financial year ending 31st December 2025 to prevent modern slavery and human trafficking within our business operations and supply chains.

THE TEAM is committed to conducting business ethically, responsibly, and with integrity across all areas of our operations. We maintain a zero-tolerance approach to modern slavery, forced labour, human trafficking, servitude, and exploitation in any form. We recognise our responsibility to respect internationally recognised human rights and to promote transparency, accountability, and ethical business practices throughout our organisation and supply chain relationships.

Our Business and Structure

THE TEAM is a leading global sports, music and entertainment company. Led by intelligence, ideas and influence, we provide representation and marketing services to talent, brands and properties.

We operate across the UK, Europe, the Middle East, Asia, the United States, and other international territories, working with a diverse network of suppliers, contractors, consultants, agencies, production partners, event vendors, and professional service providers.

As a global business operating across multiple jurisdictions and industries, we recognise that modern slavery risks may arise within broader supply chains, outsourced services, temporary labour arrangements, event operations, production activities, facilities management, merchandise sourcing, and third-party vendor relationships.

Our Policies

THE TEAM's Anti-Slavery and Human Trafficking Policy reflects our commitment to ethical conduct, responsible business practices, and continuous improvement in identifying and addressing modern slavery risks.

This framework is supported by a number of related internal policies and governance procedures, including:

- Whistleblowing Policy
- Responsible Sourcing & Supplier Code of Conduct
- Responsible Business Code
- Employee Code of Conduct





- Health & Safety Policy
- Human Rights Policy

These policies establish the standards and expectations applicable to our employees, contractors, suppliers, and business partners.

We communicate our expectations regarding ethical conduct and compliance throughout our organisation and seek to work with suppliers and partners who share our commitment to responsible business practices and respect for human rights.

Governance and Responsibility

THE TEAM's Board of Directors holds overall responsibility for ensuring compliance with the UK Modern Slavery Act 2015 and overseeing the effectiveness of the organisation's anti-slavery and human rights framework.

Operational implementation and oversight of our Anti-Slavery and Human Trafficking Policy is led by our designated Anti-Slavery Officer, working in collaboration with senior leadership and relevant operational stakeholders across the business.

Modern slavery and ethical business considerations are incorporated into relevant governance, procurement, onboarding, and compliance processes. Concerns, suspected breaches, or unethical conduct may be reported through established management and whistleblowing channels, including confidential reporting mechanisms where appropriate.

Where risks or concerns are identified, THE TEAM is committed to taking proportionate remedial action and working constructively with suppliers and business partners to address issues responsibly and transparently.

Risk Assessment and Due Diligence

THE TEAM recognises that the risk of modern slavery and human trafficking may arise within global supply chains and outsourced services, particularly in sectors or regions where labour protections, subcontracting arrangements, or workforce oversight may vary.

During the reporting period, THE TEAM continued to strengthen its risk-based approach to supplier due diligence and ethical procurement oversight. Measures undertaken included:

- Reviewing supplier onboarding procedures and contractual controls
- Requiring key suppliers and business partners to confirm compliance with applicable anti-slavery and human rights legislation
- Embedding ethical labour expectations within procurement and vendor engagement processes
- Introducing enhanced review procedures for suppliers operating in higher-risk jurisdictions or labour-intensive sectors



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- Assessing opportunities to improve supply chain visibility and transparency across Tier 1 suppliers
- Strengthening contractual rights relating to compliance, reporting obligations, and termination provisions in the event of serious breaches

THE·TEAM applies a proportionate and risk-based approach to supplier review, prioritising suppliers and activities where the potential risk of labour exploitation may be higher.

Training and Awareness

THE·TEAM recognises that employee awareness and engagement are important components of effective modern slavery prevention.

During the reporting period, we continued to support awareness and understanding through:

- Onboarding training for employees covering ethical conduct, human rights principles, and modern slavery awareness
- Internal communications reinforcing responsible business practices and reporting obligations
- Ongoing promotion of whistleblowing and escalation procedures

We intend to continue expanding awareness and training initiatives as our compliance framework develops.

Monitoring and Compliance

THE·TEAM recognises that effective modern slavery prevention requires continuous monitoring, evaluation, and improvement.

To assess the effectiveness of our policies and procedures, we monitor a range of governance and compliance indicators, including:

- Completion of employee onboarding and ethics training
- Supplier compliance confirmations and contractual commitments
- Supplier onboarding and due diligence activity
- Internal policy reviews and governance assessments
- Whistleblowing reports and escalation outcomes

As our compliance programme continues to mature, we intend to further develop measurable performance indicators and reporting mechanisms to strengthen oversight, accountability, and transparency across our operations and supply chains.





Commitment to Responsible Business Practices

THE TEAM recognises that modern slavery prevention forms part of a broader commitment to responsible business conduct, ethical supply chains, and respect for internationally recognised human rights.

As our business continues to expand globally, we are committed to strengthening transparency, accountability, and governance across our operations and third-party relationships. We aim to continually evolve our policies, due diligence procedures, and supplier engagement practices in line with emerging ESG expectations, stakeholder requirements, and international best practice standards.

Future Commitments (2026–2027)

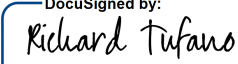
THE TEAM is committed to continuously strengthening its modern slavery and human rights governance framework as the business continues to grow internationally.

During the next reporting period, we intend to focus on the following priorities:

- Continuing development of a comprehensive Tier 1 supplier assessment programme
- Expanding supplier due diligence and risk-screening procedures
- Enhancing visibility and traceability across supplier and procurement activities
- Strengthening supplier onboarding controls through enhanced compliance declarations and contractual standards
- Further integrating ethical sourcing and human rights considerations into procurement and operational decision-making
- Expanding internal awareness and compliance training across the organisation
- Developing more formalised compliance metrics and reporting mechanisms to measure programme effectiveness
- Deepening engagement with suppliers and business partners to promote ethical business practices and responsible labour standards

THE TEAM recognises that effective modern slavery prevention requires ongoing assessment, collaboration, and continuous improvement. We remain committed to evolving our approach in line with emerging best practices, stakeholder expectations, and internationally recognised human rights standards.

This statement was approved by the Board of Directors of THE TEAM in accordance with Section 54(6) of the UK Modern Slavery Act 2015 on 26th June 2026 and is signed on its behalf by:

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Richard Tufano

Director, The.Team: SME Management EMEA Limited

Date: 30th June 2026

