



## Modern Slavery Statement.

### About The R&A

This statement is made on behalf of the R&A group companies, listed below. References in this statement to "The R&A", "we", "us" or "our", are to all of these companies.

The R&A group of companies was formed in 2004 to take on The Royal and Ancient Golf Club of St Andrews' responsibilities for governing the Rules of Golf, staging The Open, golf's original championship, and developing the sport. The British Golf Museum in St Andrews is part of the R&A group.

Together The R&A and the USGA govern the sport of golf worldwide, operating in separate jurisdictions with a commitment to a single code for the Rules of Golf, Rules of Amateur Status and Equipment Standards. The R&A, through R&A Rules Limited, governs the sport worldwide, outside of the United States and Mexico, on behalf of over 36 million golfers in 143 countries and with the consent of 156 organisations from amateur and professional golf.

The R&A is committed to investing £200 million in developing golf over the next decade and supports the growth of the sport internationally, including the development and management of sustainable golf facilities. For more information, visit [www.randa.org](http://www.randa.org).

### Our Policy

The R&A is committed to operating its business responsibly. We strive to maintain high ethical principles and to respect human rights in our organisation and our supply chains.

We oppose slavery and human trafficking in all its forms and make this statement to set out the steps we have taken, and will take, to ensure that there is no modern slavery in our organisation or in our supply chains.

We seek to work with suppliers that share our values and we expect our supply chain to operate to the highest fair and ethical standards whereby modern slavery is not tolerated. We are committed to ensuring that, by implementing effective systems and controls, our supply chains are free from modern slavery. We are continually monitoring and updating our procurement and supply chain policies to ensure our processes meet these objectives.

The term "modern slavery" used in this statement includes slavery, servitude, any type of forced or compulsory labour and human trafficking.

### Supply Chains

The R&A's supply chains mainly consist of the following:

- Agronomy services
- Broadcasting and production services
- Catering, food and beverage supply services
- Equipment supply
- Insurance services
- IT and digital services
- Financial services
- Golf championships staging and operations services



- Golf governance affiliates and suppliers
- Marketing and design services
- Merchandise licensing and supply services
- Office supplies
- Photography services
- Property management and maintenance services
- Professional advisory services
- Public relations and media services
- Publishing services
- Recruitment services
- Security services
- Sponsorship
- Training and development services
- Travel and accommodation services
- Utilities supply

#### **Due Diligence**

We vet suppliers and sub-contractors to ensure that they are committed to ethical labour practices. We include anti-slavery and human trafficking requirements in all our contracts with suppliers. The R&A's standard terms and conditions for procurement include an express obligation that compels all suppliers to comply with applicable anti-slavery and anti-human trafficking legislation and to comply with The R&A's policies at all times.

We only employ agency workers through reputable employment agencies that adhere to our code of labour policies.

#### **Risk Assessment and Monitoring Effectiveness**

We will identify, assess and monitor the risk of slavery and human trafficking in our supply chain. This will include using key performance indicators that monitor, amongst other measures, the percentage of suppliers and sub-contractors vetted for ethical labour practices, the number of reported breaches in the year and the percentage of staff who receive training on identifying and addressing the risk of modern slavery in our organisation and supply chains.

#### **Training**

To ensure a high level of understanding of the risks of modern slavery in our organisation and supply chains, we provide modern slavery training to our staff.

A handwritten signature in black ink, appearing to read 'Mt. n. el.'.

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Martin Slumbers  
Chief Executive  
The R&A  
21 March 2019



This statement has been approved by the Board of Directors on behalf of the following companies:

Golf Museum Services Limited  
LGU Championships Limited  
R&A Trust Company (No. 1) Limited  
R&A Trust Company (No. 2) Limited  
R&A Championships Limited  
R&A Group Services Limited  
R&A Merchandising Limited  
R&A Rules Limited  
The R&A Foundation  
The Royal and Ancient Golf Club of St Andrews Trust (trading as the British Golf Museum)

The financial year end for each of the above companies is 31 December.