



Slavery and Human Trafficking Statement

Celtic Plc and its subsidiary, Celtic FC Limited, (together the “Celtic Group”) are committed to preventing acts of modern slavery and human trafficking from occurring within both its business and supply chain, and imposes those same high standards on its suppliers. In accordance with Section 54 of the Modern Slavery Act 2015, we set out below the steps that have been taken by the Celtic Group during its financial year ending 30 June 2019 and any proposed steps for the financial year 1 July 2019 – 30 June 2020 to ensure that we strive to prevent slavery and human trafficking in our business and our supply chain.

OUR BUSINESS AND SUPPLY CHAIN

The principal activity of the Celtic Group is the operation of a professional football club, with related and ancillary activities. The principal activity of Celtic plc is to control and manage the main assets of the business, whilst the majority of operating activity is carried out by Celtic FC Limited. As a result, both of these companies are managed and controlled as a single entity in order to achieve the objectives of the Celtic Group.

The Celtic Group is organised into 3 main operating divisions, being: -

- 1) Football and Stadium Operations
- 2) Merchandising
- 3) Multimedia and Other Commercial Activities

We work with a range of third party suppliers within each of the main operating divisions of the Celtic Group’s business.

The Celtic Group employs 527 people and has business operations in the UK and Ireland.

The Celtic Group annual turnover to 30 June 2019 was £83.4 million. To find out more about our business please view here http://www.celticfc.net/pages/corporate_investornews.

OUR POLICIES AND PROCEDURES RELEVANT TO OUR COMMITMENT TO ANTI-SLAVERY

We have robust employment contracts, employment-related policies and procedures and recruitment procedures in place that are updated regularly and no form of Modern Slavery will be tolerated within our business.

The Ethical Trading Policy which was adopted during the financial year ending 30 June 2016, continues to be followed to ensure slavery and human trafficking is not taking place anywhere in our supply chains. To read our Ethical Trading Policy please view here http://cdn.celticfc.net/assets/downloads/Ethical_Trading_Policy.pdf.



RISK ASSESSMENT AND DUE DILIGENCE OF SUPPLY CHAINS

As part of the Celtic Group's efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we have continued with the following risk assessment and due diligence procedures:

- in relation to the on-boarding of new key suppliers, an Ethical Trading Questionnaire is required to be completed and returned to provide further information in relation to its policies and procedures; and
- additional due diligence may also be undertaken by way of a physical audit/inspection of the supplier if deemed necessary to satisfy the Celtic Group that the supplier is operating to the required standard.

We remain of the view that the highest risk of slavery or human trafficking occurring within our supply chain relates to the supply of merchandise, food and temporary staff. All such suppliers will continue to be subject to the due diligence procedures set out above.

TRAINING

An online training course was introduced and delivered to all staff during the financial year 1 July 2018 to 30 June 2019, to increase awareness and to help staff understand and be alert to signs of modern slavery.

Key individuals within the compliance and procurement teams have continued to develop their knowledge and experience in this area to ensure that the company remains vigilant.

We will look to develop training for members of staff working in relevant functions across the Celtic Group, which we have identified as having a higher risk of modern slavery.

FUTURE STEPS

Following the Group's review of our actions this financial year to prevent slavery or human trafficking from occurring in our business and supply chain, continued diligence will continue in relation to our business and supply chain.

BOARD APPROVAL

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and constitutes the Celtic Group's slavery and human trafficking statement for the financial year ending 30 June 2019.

I confirm that this statement has been approved by our Board of Directors who will review and update it annually.



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Chief Executive
6 December 2019