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JD SPORTS FASHION PLC modern slavery statement summary (2021)

► [Organisation address](#)

We asked the organisation a series of questions about its modern slavery statement. Its answers are published on this page as a statement summary.

► [What is a modern slavery statement?](#)

About this statement summary

All answers relate to the financial year covered by the statement. The organisation is responsible for all the information it provided. Some of our questions are optional, so organisations may not have answered all of them. The statement summary does not replace the full modern slavery statement – below we provide a link to the full statement on the organisation's website.

Link to full statement

[Go to full modern slavery statement on organisation's website](#)

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Organisations covered by the statement

JD SPORTS FASHION PLC modern slavery statement for 2021 is a group statement covering **24** organisations. [See the full list of organisations covered by this statement](#)

Statement period and sign-off details

The statement covers the following period:
1 July 2020 to 1 July 2021

The statement was signed off by:
Neil Greenhalgh (Chief Financial Officer)

It was approved by the board (or equivalent management body) on:
5 July 2021

Recommended areas covered by the statement

Government guidance encourages organisations to cover a range of areas in their modern slavery statements, setting out the steps they're taking to address modern slavery risks in their operations and supply chains. [Read about the recommended areas in the statutory guidance.](#)

We asked the organisation to tell us which areas its statement covers.

Areas recommended by government guidance	Organisation's response
The organisation's structure, business and supply chains	COVERED
Policies	COVERED
Risk assessment	COVERED
Due diligence (steps to address risk)	COVERED
Training about modern slavery	COVERED
Goals and key performance indicators (KPIs) to measure the effectiveness of the organisation's actions and progress over time	COVERED

The organisation's sectors and turnover

Sectors

The organisation operates in the following sectors:

- Fashion, textiles, apparel and luxury goods

Turnover

Its turnover in the financial accounting year of this statement was:

Over £500 million

If the organisation is a public body, this amount is based on the organisation's budget for the year of the statement.

► [What does 'turnover' refer to in group statements?](#)

Number of years producing statements

The organisation has been producing modern slavery statements for the following number of years:

1 to 5 years

► [How does this work for group statements?](#)

Policies (optional)

We asked the organisation whether its policies include the following provisions in relation to its domestic and international supply chains, as well as its own operations.

Policy provisions we asked about	Organisation's response
Freedom of workers to terminate employment	INCLUDED
Freedom of movement	INCLUDED
Freedom of association	INCLUDED
Prohibits any threat of violence, harassment and intimidation	INCLUDED
Prohibits the use of worker-paid recruitment fees	INCLUDED
Prohibits compulsory overtime	INCLUDED
Prohibits child labour	INCLUDED
Prohibits discrimination	INCLUDED
Prohibits confiscation of workers' original identification documents	INCLUDED
Provides access to remedy, compensation and justice for victims of modern slavery	NOT INCLUDED
Other	-

Training (optional)

We asked the organisation whether it provided training on modern slavery, and who it was for.

► [What counts as training?](#)

We asked who the training was for	Organisation's response
Your whole organisation	NO
Your front line staff	YES
Human resources	YES
Executive-level staff	YES
Procurement staff	YES
Your suppliers	YES
The wider community	NO
Other	-

Monitoring working conditions (optional)

Engaging with others

We asked the organisation to tell us who it engaged with to help monitor working conditions across its operations and supply chains.

We asked who the organisation engaged with	Organisation's response
Your suppliers	YES
Trade unions or worker representative groups	NO
Civil society organisations	NO
Professional auditors	YES
Workers within your organisation	YES
Workers within your supply chain	YES
Central or local government	NO
Law enforcement, such as police, GLAA and other local labour market inspectorates	YES
Businesses in your industry or sector	NO

Social audits

We asked the organisation to tell us about any social audits it used to look for signs of modern slavery.

► [What are social audits?](#)

Social audits we asked about	Organisation's response
Audit conducted by your staff	YES
Third party audit arranged by your organisation	YES
Audit conducted by your supplier's staff	YES
Third party audit arranged by your supplier	YES
Announced audit	YES
Unannounced audit	NO

Grievance mechanisms

We asked the organisation how workers in its operations or supply chains could raise concerns or make complaints.

We asked if workers could raise concerns this way	Organisation's response
Using anonymous whistleblowing services, such as a helpline or mobile phone app	YES
Through trade unions or other worker representative groups	NO

Other ways of monitoring working conditions

We asked the organisation whether it had any other ways of monitoring working conditions across its operations and supply chains:

Implemented tailor made Welfare audits which concentrated on the welfare of the workers and was out of the scope of a social audit.

Modern slavery risks (optional)



Identifying modern slavery risks is a vital step towards eradicating it. The government encourages organisations to be as open and transparent as possible, to improve understanding, collaboration and best practice around tackling this worldwide problem.

We asked the organisation to describe up to 3 priority risks it focused on during the period of the statement, including details of the affected workers, the activity involved, and the location.

Priority risks for this organisation (1 of 3)

Recruitment - UK warehouses. Worked with the on site recruitment companies to ensure that recruitment looked for evidence of modern slavery risks from interview. Trafficking/labour exploitation.

Questions we asked about this risk	Organisation's response
Where it was most likely to occur	Organisation's response: Within your own operations.
Who was it most likely to affect	Organisation's response: <ul style="list-style-type: none"> • Migrants • Refugees
In which country	Organisation's response: United Kingdom
Actions or plans to address this risk	Organisation's response: Detailed in the statement.

Priority risks for this organisation (2 of 3)

Excessive working hours in China Monitoring overtime hours and payments for the hours worked and to ensure workers have the rest days .

Questions we asked about this risk	Organisation's response
Where it was most likely to occur	Organisation's response: Within your supply chains. <ul style="list-style-type: none"> • Tier 1 suppliers Provide their products and services directly to your organisation.
Who was it most likely to affect	Organisation's response: <ul style="list-style-type: none"> • Uyghur Workers
In which country	Organisation's response: China
Actions or plans to address this risk	Organisation's response: All workers are considered at risk in China regardless of gender or race and it is important to ensure that recruitment, overtime and subcontracting practices are transparent.

Priority risks for this organisation (3 of 3)

Bangladesh - ensuring that our purchasing practices are fair and ethical and prices are not aggressive and lead times do not unintentionally force modern slavery risk.

Questions we asked about this risk	Organisation's response

Questions we asked about this risk	Organisation's response
Where it was most likely to occur	Organisation's response: Within your supply chains. <ul style="list-style-type: none"> Tier 1 suppliers Provide their products and services directly to your organisation.
Who was it most likely to affect	Organisation's response: <ul style="list-style-type: none"> Women
In which country	Organisation's response: Bangladesh
Actions or plans to address this risk	Organisation's response: We have not worked with Bangladesh before and we consider our policies and training is robust to pass down the supply chain and we are able to monitor risks that may occur as we have limited the Tier 1 suppliers we are working with to better understand the country.

Indicators of forced labour (optional)

We asked the organisation whether its statement refers to finding any International Labour Organization (ILO) indicators of forced labour.

► [What are ILO indicators of forced labour?](#)

ILO indicators we asked about	Organisation's response
Abuse of vulnerability	NO
Deception	NO
Restriction of movement	YES
Isolation	NO
Physical and sexual violence	YES
Intimidation and threats	YES
Retention of identity documents	YES
Withholding of wages	YES
Debt bondage	YES
Abusive working and living conditions	YES
Excessive overtime	YES

ILO indicators we asked about

Organisation's response

Other

-

Actions taken in response to finding ILO indicators

We asked the organisation to tell us whether its statement refers to any actions it took after finding indicators of forced labour

Actions we asked about

Organisation's response

Financial remediation, including repayment of recruitment fees

NO

Change in policy

YES

Change in training

YES

Referring potential victims to government services

NO

Supporting victims via NGO

NO

Supporting investigations by relevant authorities

YES

Other

-

Demonstrating progress (optional)

We asked the organisation how its statement demonstrates progress over time in addressing modern slavery risks. They provided the following answer:

Please see Key activities in the statement.

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