# Sportradar UK Modern Slavery Statement 2025

sportradar
SPORTS TECHNOLOGY. REIMAGINED.

## Table of Contents


1. Introduction ..... 3
2. Organisational Structure ..... 3
3. Sustainable Procurement ..... 4
4. Policies in Relation to Modern Slavery ..... 5
5. Due Diligence Process ..... 6
6. Training and Awareness ..... 6
7. Measuring Effectiveness ..... 7

## 1. Introduction

This Statement ("Statement") is made pursuant to section 54(1) of the Modern Slavery Act 2015 and has been approved by the Board of Directors of Sportradar UK Ltd. ("Sportradar UK") in June 2026. This Statement details Sportradar UK's continual efforts to identify, prevent and address any risk of modern slavery within its supply chain and operations during the financial year ended 31 December 2025.

Sportradar UK and its affiliated companies prohibit any form of slavery, human trafficking, forced labour, or other similar work environments or practices. Sportradar UK conducts all business in a manner reflecting our high standards of ethics and integrity. Sportradar UK remains committed to ensuring that modern slavery and human trafficking do not take place in any part of our business or supply chains.

## 2. Organisational Structure

Sportradar UK Ltd. is a subsidiary of Sportradar Group AG ("Sportradar"), founded in 2001, a Swiss global company with over 4,700 employees representing 75+ nationalities, with 4,607 in permanent employment as of 2025.

Sportradar is a leading global sports technology company creating immersive experiences for sports fans and bettors. Positioned at the intersection of the sports, media and betting industries, the company provides sports federations, news media, consumer platforms, and sports betting operators with a best-in-class range of solutions to help grow their business. As the trusted partner of organizations like the ATP, NBA, WNBA, NHL, MLB, MLS, PGA TOUR, UEFA, FIFA, CONMEBOL, AFC, and the Bundesliga, Sportradar covers more than a million events annually across all major sports. Sportradar strives to safeguard the industry through our integrity services initiatives and impact, helping to maintain sport as a great unifier across the globe. We provide mission-critical software, data, and content primarily via subscription and revenue-share arrangements to sports leagues and federations, betting operators, and media companies, aligning our business model with long term partnerships, responsible innovation, and shared success.

With deep industry relationships and expertise, Sportradar is not just redefining the sports fan experience; it also safeguards sports through its integrity services division and advocacy for an integrity-driven environment for all involved.

Our suppliers are vitally important to our business and play a key role in the Company's success. Our main sourcing categories are Production Costs & IT Development and Licenses & Data Rights, which together represent the majority of total spend.

Our strategic supplier base is geographically diversified, with key suppliers located in the USA, the United Kingdom, Germany, Switzerland, Spain, Ireland, Austria, Taiwan, and other countries across Europe and internationally.

Given the nature of our business as a sports technology company with a predominantly digital supply chain concentrated in low-risk jurisdictions, the overall risk of modern slavery within our direct operations and supply chain is assessed as low. However, we remain vigilant and continue to apply robust screening and due diligence processes to all suppliers regardless of geographic location.

### 3. Sustainable Procurement

Sportradar's procurement processes are governed by the Procurement Policy. It ensures all procurement decisions are underpinned by fundamental standards in considering data protection, health and safety, anti-avoidance and anti-corruption, employment and human rights.

Supplementing our Procurement Policy are the following key governance documents:

- The Sportradar Code of Business Conduct and Ethics
- The Code of Conduct for Suppliers

In line with the central principles of sustainability reporting, these provide a commitment to relevant, faithfully represented, verifiable, timely and understandable disclosures.

Through both the Code of Business Conduct and Ethics and the Procurement Policy, our commitment is to ensure our procurement processes remain:

- Fair, unbiased and consistent
- Data protection, health and safety, and human rights embedded in procurement
- Socially and environmentally responsible supply chain
- Elimination of bribery, corruption, and conflicts of interest
- Timely, accurate, and transparent record-keeping
- Compliant with applicable laws and regulations

Moreover, our updated Code of Conduct for Suppliers delivers sustainability in our value chain and reinforces our commitment to preventing modern slavery. It is grounded in International Labour Organization (ILO) Conventions which:

- Prohibit forced labour, child labour, and human trafficking
- Encourage fair working conditions, including appropriate working hours and lawful remuneration
- Demand fair treatment and equal opportunities

In addition, our governance framework includes requirements applicable to Sportradar employees, suppliers, and their subcontractors throughout the supply chain. These obligations require them to:

- Ensure safe and healthy working conditions
- Prevent harassment, discrimination, and bullying
- Uphold ethical business practices, including the prohibition of bribery, corruption, money laundering, and conflicts of interest
- Provide mechanisms that support fair treatment and enable workers to raise concerns without fear of retaliation

Any breach of our standards may result in corrective actions, up to and including termination of the business relationship with Sportradar.

## 4. Policies in Relation to Modern Slavery

Sportradar maintains a suite of policies that collectively support our commitment to ethical business practices and the prevention of modern slavery within our operations and supply chain.

**Code of Business Conduct and Ethics (**the "Code") codifies Sportradar's professional and ethical expectations to employees and third parties acting for or on behalf of Sportradar. The Code provides the ethical and behavioral framework for making sound decisions in compliance with applicable laws and regulations that govern our business and rep resents our commitment to doing the right thing.

The Code specifies that Sportradar does not tolerate child or forced labour, nor will Sportradar tolerate any working conditions or treatment of employees that violate international agreements, including the UN's Universal Declaration of Human Rights or the standards of the International Labour Organization.

**Code of Conduct for Suppliers** defines the fundamental requirements Sportradar expects its suppliers and their subcontractors to fulfil as a precondition for cooperation. Suppliers are required to adhere to this Supplier Code, which prohibits the use of forced labour, encourages appropriate working time and remuneration, and demands fair treatment and equal opportunities.

Our suppliers are vitally important to our business, and they play a key role in the success of the Company. To ensure a successful partnership, Sportradar insists on a mutual agreement to safeguard the social and environmental standards set out in the Universal Declaration of Human Rights of the United Nations, the International Labour Organization, as well as country specific laws and regulations.

**Procurement Policy** ensures all procurement decisions are underpinned by fundamental standards including employment and human rights and comply with internal policies including the Code of Conduct for Suppliers and the Code of Business Conduct and Ethics.

**Whistleblowing Policy** outlines how employees and third parties can report unethical, illegal, or improper activities in a safe and confidential manner, with the knowledge that any complaint submitted in good faith will be taken seriously and investigated as appropriate.

**Diversity and Equality Policy** establishes that every individual performing services for Sportradar, including employees, contractors, and suppliers, has the right to fair and equal treatment, and a safe working environment that values and respects each individual.

**Anti-Discrimination, Bullying, and Harassment Policy** defines a working environment in which individual differences are valued and respected and all employees have a right to work in an environment that is free from all forms of bullying, discrimination and harassment.

**Global Anti-Bribery and Anti-Corruption Policy** ensures adequate procedures are in place to prevent corruption and bribery, aligning with internationally recognised standards including the U.S. Foreign Corrupt Practices Act and the UK Bribery Act.

## 5. Due Diligence Process

Any purchase or engagement for services with external parties inherently exposes Sportradar (and possibly its members) to a variety of risks.

Supply chain risk assessments are performed to ensure that Sportradar only deals with legitimate and reputable suppliers and to protect the confidentiality, integrity and availability of Sportradar data and assets. The assessment is mandatory if a supplier is handling personal data or any confidential company information; if the product/service supplied is connecting to Sportradar infrastructure or impacting Sportradar's physical or logical security; or if the supplier is representing Sportradar. Due diligence is performed by teams from Security, Privacy, Compliance, Technical and Procurement to assess financial standing, compatibility with Sportradar infrastructure, links to sanctioned countries, politically exposed people or adverse media, whether personal data is processed in accordance with any applicable data protection legislation and whether there are adequate information security measures implemented proportionate to the scope of service.

Sportradar also conducts screening of suppliers prior to the initiation of any business relationship or the execution of contractual agreements to ensure there is no involvement in modern slavery, forced labour, or human trafficking. Periodic ongoing screening is then performed to ensure continued compliance with ethical standards.

## 6. Training and Awareness

Our mandatory e-learning training programs include annual training on the Code of Business Conduct and Ethics and Diversity and Equality in the Workplace.

Training completion rates in 2025:

- **100%** of employees for the Code of Business Conduct and Ethics (2024: 100%)
- **100%** of employees for Diversity and Equality in the Workplace (2024: 100%)

Sportradar strives for 100% completion of all mandatory training modules, reinforcing our commitment to a well-informed and ethically engaged workforce.

## 7. Measuring Effectiveness

To ensure that Sportradar is not engaged in the procurement of child labour, the company conducted multiple inquiries into our employment practices and supply chain. The inquiries and results are on file with the company and have been reported to the Board of Directors. As a result of the review, Sportradar can confirm we have no indication of any use of child labour within Sportradar Group or our supply chain.

Additionally, in 2025, Sportradar's whistleblowing hotline received no reports of human-rights issues.

This Statement was approved by the Board of Directors of Sportradar UK Ltd. and signed on its behalf by

Sportradar UK Ltd.

Date: June 18, 2026

June 18, 2026

Adam Azor

Director

June 17, 2026

Daniel Fenner

Director

June 17, 2026

Darren Peter Small

Director