

## 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 and developing the sport. The R&A World 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 108 million golfers in 149 countries and with the consent of 169 organisations from amateur and professional golf.

The R&A has responsibility for running a series of world class amateur events and international matches in women's and girls' as well as men's and boys' golf. The R&A also stages the AIG Women's Open and works with the DP World Tour to stage the ISPS HANDA Senior Open.

The R&A is committed to developing golf 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 chains 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 facility operations
- Golf championships staging and operations services
- Golf governance affiliates and suppliers

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

### Requirements for Suppliers

The R&A's standard terms and conditions 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.

### Due Diligence, Risk Assessment and Monitoring Effectiveness

We will identify, assess and monitor the risk of slavery and human trafficking in our supply chains. We will monitor, amongst other measures, the information and policies provided by suppliers who we vet for ethical labour practices, any reported instances of modern slavery in our supply chains 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.

This statement covers the period from 1 April 2026 to 31 March 2027.



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**Mark Darbon**  
**Chief Executive Officer**  
**The R&A**

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

R&A Trust Company (No. 1) Limited  
R&A Championships Limited  
R&A Golf and Leisure Limited



R&A Group Services Limited  
R&A Rules Limited  
R&A Trust Company (No. 2) Limited  
The R&A Foundation  
The Royal & Ancient Golf Club of St Andrews Trust (trading as The R&A World Golf Museum)  
Golf Museum Services Limited

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