

MODERN SLAVERY ACT TRANSPARENCY STATEMENT

Introduction

Section 54 of the Modern Slavery Act 2015 requires UK companies to prepare and publish a Modern Slavery statement. The statement aims to set out the steps the company has taken that year to identify and eradicate modern slavery from its business and its supply chain.

Gamesys Group Plc and its subsidiaries (Gamesys) are committed to preventing modern slavery and human trafficking and it requires compliance from our employees and suppliers with all applicable laws and regulations, including the Modern Slavery Act.

Gamesys operates in a highly regulated industry and accordingly, legal and regulatory compliance are at the forefront of business operations.

We recognize and respect the importance of human rights and are committed to avoiding, preventing and mitigating human rights impacts. Whilst we are mindful of the UN Guiding Principles on Business and Human Rights, as a company operating with due regard to local legislation, and with a focused supply chain built on long-term partnerships, our risk of human rights impacts is relatively low.

We do not engage in forced, compulsory or child labour, and comply with local minimum wage legislation (where applicable). Our most pertinent human rights-related risks, albeit small, are discrimination and modern slavery, for both of which we have implemented appropriate policies and mitigations.

Our Organisation

Gamesys Group Plc is the Parent Company of an online gambling group that provides entertainment to a global consumer base. Through its subsidiaries, Gamesys Group Plc currently offers bingo and casino games to its players using brands which include Jackpotjoy, Virgin Games, Botemania, Vera&John, Heart Bingo, Star spins, Rainbow Riches Casino and Monopoly Casino.

The Gamesys Group Plc business model is to grow our business responsibly and as such we take our commitment to preventing modern slavery and human trafficking very seriously, details of our approach to discrimination, inclusion and diversity can be found on pages 38 and 39 of our Annual report and Accounts 2019, which can be found on our website, detailed below.

Gamesys Group Plc is a listed company on the London Stock Exchange and is a member of the FTSE 250 and FTSE4Good indices.

For more information on the structure and business of the Gamesys group of companies, please see <https://www.gamesysgroup.com/>

Our Policies

Gamesys have a number of policies and procedures in place, which are designed to:

- Ensure all relevant employees are alert to the risk of slavery and human trafficking occurring in our business and supply chains
- Monitor potential risk areas in our business and supply chains
- Reduce the risk of slavery and human trafficking in our business and supply chain
- Provide protection to whistleblowers

In respect of Gamesys employees, our Employee Code of Conduct makes clear to all employees the actions and behaviour expected of them when representing the organization. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating and managing our supply chain.

Our Supply Chain and Due Diligence

Our supply chain sectors primarily relate to typical services used in the general operation of our business such as information technology, marketing and professional services such as payment service providers.

Gamesys work with reputable third parties across the various sectors that we engage in. Where appropriate we include contractual commitments and protections in our agreements with our suppliers where necessary.

Within the Group we have adopted a Delegation of Authority framework thereby ensuring appropriate Board oversight on contracts as and when required.

Assessing and Managing Risk

We are proud of the work environment we provide to our employees and the vibrant culture that permeates our business. We will continue to maintain a zero-tolerance approach to modern slavery across the business.

We do however recognise that some of the Group's operations and supply chains extend into countries deemed to present a higher level of risk to modern slavery according to the Global Slavery Index. Relevant Group functions continue to consider appropriate ways in which risk levels arising in countries deemed to be at a higher level of risk can be assessed and mitigated.

Our employees are advised to take particular care for organisations that provide services from higher risk territories. Employees are also advised to notify the Gamesys Legal and HR teams immediately if they have any concerns so that the Gamesys group can then take appropriate action.

Our HR and Recruitment teams continue to ensure that we comply with all applicable laws in the territories in which we are based and monitor the working conditions of our employees. Additionally, we only use specified, reputable employment agencies to source our employees.

Training

As part of the combined Group, we will be providing eLearning training to all our employees across the Company this year, this is in addition to our updated Whistleblowing Policy which was published earlier this year and is a mandatory read for all at Gamesys Group.

We want to ensure our employees are able to discuss any concerns they may have either with their Manager, our HR department, our Designated Person or by using our dedicated Whistleblowing phone service provided by an Independent 3rd party.

Looking Ahead 2020/21

Following the acquisition of Gamesys Limited by the JPJ Group Plc in September 2019, we have taken best practices from across both businesses and are deploying them across the enlarged Group. This is an ongoing process which we expect to complete over the coming year. In order to achieve this, we will be creating and implementing a Supplier Code of Conduct which will further enhance our approach to dealing with 3rd parties and ensuring they uphold the same high standards that we do across the Group.

Throughout 2020 we intend to:

- Update our Group Modern Slavery Policy
- Formalise our Supplier Code of Conduct
- Enhance our Modern Slavery training to our employees across the Group

Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for the financial year ending 31/12/2020 for Gamesys Group Plc. This statement has been formally approved by the Board of Directors of Gamesys Group Plc and is endorsed by Lee Fenton, Group Chief Executive Officer.

Lee Fenton



**Chief Executive Officer
Gamesys Group Plc
30 June 2020**