

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 we require 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.

Our commitment to preventing forced, compulsory or child labour is an integral part of our Human Rights Policy which is aligned to the UN Guiding Principles on Business and Human Rights. As a multinational online service operator employing, and using a supply chain of, predominantly skilled workers, our overall risk of modern slavery is low. Regardless, we operate a number of policies and controls to minimize this risk.

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, Megaways Casino, Rainbow Riches Casino and Monopoly Casino.

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/>

Assessing and Managing Risk

Modern Slavery related risks, along with other human rights risks, are assessed by periodic Human Rights Impact Assessments. These assessments involve a number of functional representatives across the business, including Legal, People, Sustainability and Procurement and are facilitated by an external expert.

Factors considered in the analysis of the modern slavery risk assessment included: countries of operation and their status on the 2018 Global Slavery Index, the nature of work for employees and the supply chain (pre-dominantly skilled), local legislative requirements, company policies (e.g., payment of the Real Living Wage in the UK) and supply chain categories.

Overall, the risk of modern slavery occurring in both our business, and our supply chain was deemed to be low.

Our Policies and Controls

Gamesys have a number of modern slavery-related policies and procedures in place, which include:

- A Human Rights Policy which sets out our overarching commitment to minimizing the risk of forced, compulsory or child labour. In accordance with this policy, we are also committed to publicly reporting any incidents of human rights breaches. No such incidents occurred in 2020.
- People Team policies and procedures which require age verification of employees.
- Whistleblowing Policy which details our procedures for anonymously and confidentially raising any suspected policy or legal breaches (via a third-party hotline), and our approach to protecting 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.

Training

As part of the combined Group, we provided Modern Slavery eLearning training to all our employees across the Company this year, with a current completion rate of approximately 50% of employees have undertaken the training thus far. We continue to offer this training to all employees and in addition we provide an overview of Modern Slavery to all new joiners as part of their induction.

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 third-party.

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 31/12/2021 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 2021