

GENDER PAY GAP REPORT

For Period to April 2021

Bally's
INTERACTIVE



OUR CULTURE

GENDER PAY GAP REPORT AT APRIL 2021

Gamesys Ltd and Mice and Dice are part of Bally's Interactive which is the digital arm of Bally's, one of the world's leading entertainment providers.

The company continues to fully support the initiative to make gender pay gaps more transparent.

At Gamesys we want to build a company so diverse that nobody even notices.

Our success is centred on our people – their different brains, different experiences and different origins represent our collective strength.

The only way we distinguish our employees is by whether they can choose, and we can offer, work that they love doing and can excel at. We then give them the tools and opportunities to crack on and be happy.

We challenge ourselves all the time to identify where and how we can improve our diversity and inclusivity.

We strive to create a culture where ideas and challenge can come from anywhere, to provide a platform for frank exchanges and debate about issues, where there are not always simple answers.

Questions like, how do we attract more women into Tech? How do we ensure all our people processes are as bias free as possible? How do we educate all employees to be more inclusive?

At Gamesys, we continue to have a gender pay gap as you will see in the report. This report looks at our UK employees employed by Gamesys Ltd and Mice & Dice Ltd. Well over a third of our employees in our London office are Technical, and like most companies, we need to redouble our efforts to find more women technologists. We're proud of our technical women, we just don't have enough of them today!

This is a major contributory factor to our gender pay gap, along with reduced representation of women in our business at the most senior levels. Of course, we always ensure we pay equally for the same roles.

You'll see in the report where we are applying energy and investment to continually improve inclusivity and gender balance across the company.



LEE FENTON
CEO



TINA SOUTHALL
EVP, PEOPLE

THE NUMBERS

The gender pay gap is the difference between the average pay between all women and men regardless of their role, position and seniority.

- The mean pay gap is the difference in the average hourly pay for women compared to men.
- The median pay gap represents the difference in hourly pay between the salary mid-point average of women and men.

Equal pay means paying the same for the same role, regardless of gender.

Here you will see data for Gamesys Ltd and Mice and Dice Ltd, two of our UK based companies which need to report annually. Gamesys Ltd employed 439 employees, and Mice and Dice employed 432 as of April 2021.

GENDER PAY GAP

Gamesys



Mice & Dice



* 18% shows, as an example that men's mean pay is 18% higher than women's mean pay due to the higher representation of senior men in the employee group.

EMPLOYEES RECEIVING A BONUS

Gamesys



Mice & Dice



Once probation is completed, all employees across Gamesys are eligible for a bonus regardless of role. We run a performance review every 6 months to assess this fairly. Therefore the difference in employees receiving a bonus relates to the varying numbers of women and men in probation at the time of the report.

GENDER BONUS PAY GAP

Gamesys



Mice & Dice



These figures include any annual bonuses and long term incentives paid in the year ending April 2021.

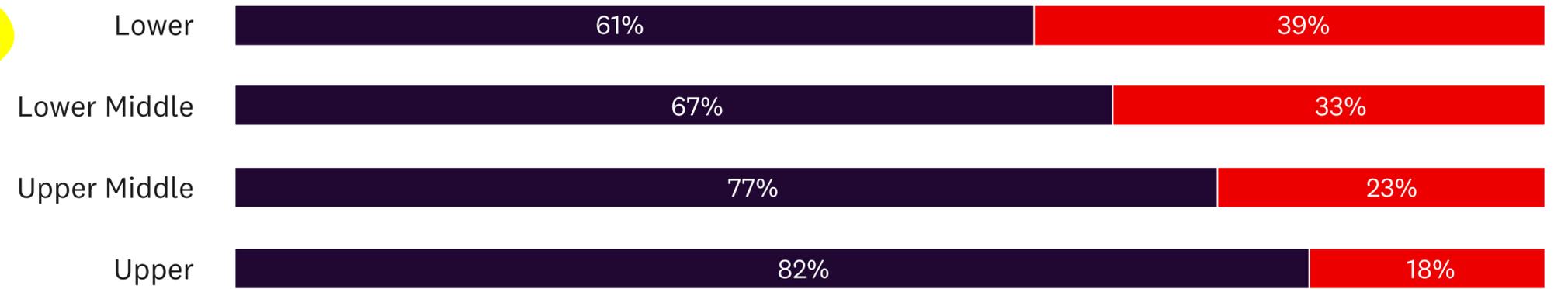


THE NUMBERS (CONT.)

This is the proportion of men and women in each pay quartile. Each quartile has 105 employees for Gamesys, and 103 employees for Mice and Dice.

GAMESYS PAY QUARTILES

■ Men ■ Women



GAMESYS PAY QUARTILES



OUR PROGRAMMES

ATTRACT

We have trained our hiring managers how to run fair and bias free selection, and continually improve other elements of our processes, such as ensuring our job descriptions do not have a gender skew or lead to unconscious bias in any way.

We fly the flag for diversity by actively participating in working groups, panels and conferences.

We benchmark our salaries each year in our London office in conjunction with Radford AON and we use our HRIS reporting capabilities when reviewing salaries to ensure we continue to offer fair and equal pay for all employees.

DEVELOP

We support bespoke training and education events for our talented women.

We also provide unconscious bias and cultural awareness training across the business.

We're establishing talent management processes that will actively support women's development, with tailored coaching and personal development.



GLOW (Global League of Women) is our network with the following mission, to:

- Support women in Gamesys.
- Foster a gender inclusive culture.
- Network and promote Gamesys as a destination for talented women.
- Support the wider social agenda for gender equality.
- We support bespoke training and education events for our talented women.

RETAIN

Whilst Gamesys is like a family – we recognise that a lot of our employees have other ones as well!

We offer enhanced maternity pay, with 26 weeks paid leave including bonuses. Unlike many organisations, we match shared parental leave to our enhanced maternity leave.

We offer flexibility to support our working mums and dads by helping them return to the workplace whilst balancing parenting and caring needs.



The guiding principles are:

- Provide links and information about resources available.
- Champion the way we support parents.
- Working with HR to make policies clear and accessible.
- The steering group and community will help to answer practical questions before, during and after maternity, paternity or adoption leave.
- Provide access to a group of people you can speak to directly who are parents.

GAMESYS AND INCLUSION SURVEY

In April 2021 we launched our first dedicated Inclusion survey, to measure where we are on our journey and to give employees a confidential platform to share their personal thoughts and experiences. It came over loud and clear that employees value working with people from diverse backgrounds as evidenced by 99% of the respondents!

One of the other key highlights from the results stated that 99% of Gamesys employees agreed that Gamesys accepts everyone's individual differences.

We will use the invaluable insight from these results to drive our action plans to engage, educate and listen to women, as we continue to develop and foster an inclusive and diverse workplace.

Here is a stack ranked high level view of the top results.

INCLUSION SURVEY QUESTIONS STACK RANKING



NEXT STEPS

OUR COMMITMENT

Ensure our employee value proposition captures the inclusive and fun culture across Gamesys, and effectively demonstrates the enhanced benefits we offer on maternity, paternity, shared parental leave and flexible working

Continue to embed, review and live by the Gamesys Code of Conduct which was launched in 2018



Continue the work we have started with our GLoW and Parent networks, to support, develop and retain women throughout their life stages and careers

Continue to evolve our education and training work on inclusion and how to mitigate bias and ensure all our policies and processes encourage inclusive ways of working

Continue to recruit the best talent, but have an active focus on attracting more women for our Senior and Technical roles