

Modern Slavery Statement for the financial year ended 31/12/2018

Introduction

2019 is the first year for which Sumo Group plc is required to produce a statement under the Modern Slavery Act 2015, in relation to the period 1st January to 31st December 2018.

Business Structure

Sumo Group's award-winning businesses provide creative and development services to the video games and entertainment industries from nine studios in the UK, India and Canada. Group turnover for the financial year ending 31st December 2018 was £38.7m.

Sumo Digital, our primary business, is one of the UK's largest independent developers of AAA-rated video games. The business has acquired two studios that operate under their own names, The Chinese Room and Red Kite Games. Atomhawk, a complementary business acquired in June 2017, is a multi-award-winning visual design company, servicing the games, film and visual effects industries.

The group employed approximately 600 staff at the end of 2018, primarily in the development of video games and the provision of creative services. A small proportion of our staff are employed in supporting business roles.

Policy Approach

Sumo Group has written policies on equal employment opportunities and whistleblowing that are communicated to all employees when they first join the company. These policies underpin fair and legal employment practices across the Group.

We conduct pre-employment screening on all hires for their right to work in their main country of employment before they begin their role and we support employees who wish to relocate to do so in the right way.

The Group has not published a policy relating to modern slavery in our external supply chain yet. We are developing a procurement policy during 2019 that will formalise due diligence processes when dealing with supply chains.

Our Supply Chains

The nature of our business poses a low risk of modern slavery and human trafficking within our core activities. Talented staff are in high demand and we operate in a competitive recruitment environment to attract and retain the best employees in all our countries of operation.

Sumo Group directly employs the staff supporting its core business and pays their wages. Over 450 employees are based in the UK in our studios in Sheffield, Nottingham, Brighton, Newcastle, Huddersfield and Leamington Spa.

In addition, we engage a small number of contractors to support our core activities. These individuals are engaged through a service contract with the relevant Group business.

Providers of ancillary services such as cleaning, security and maintenance are either employed directly as part of our team, or the services are obtained through registered companies under defined contracts.

Risks Related to Modern Slavery

We have judged our business to be at a low risk of participating in modern slavery and human trafficking. Our studios are in countries rated B or higher for the government response to slavery by the Global Slavery Index.

India ranks 53 out of 167 for the prevalence of slavery, however we contract relatively few services there due to the size of our operation. The services that we do contract are professional and in relation to the running of our business – for example, cleaning,

Due Diligence Processes

We contract services from registered companies, or directly with contractors where they are a sole trader. Many of the larger UK companies that we work with will also be required to publish a Modern Slavery Statement.

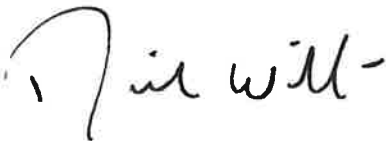
During 2018 we did not have due diligence processes in place for checking suppliers' modern slavery and human trafficking risks. During 2019 we will incorporate these into our procurement policy and, as of February 2019, we have started to request information from new UK contractors about their arrangements for preventing slavery and human trafficking in their own organisations.

We will continue to develop this process in 2019.

Training for Employees

No employees received training in relation to Modern Slavery or Human Trafficking during 2018.

Employees involved in the procurement process will receive training on the policy during 2019.



David Wilton

Chief Financial Officer