

Modern Slavery Statement for the financial year ended 31/12/2019

Introduction

2020 is the second 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 2019.

Business Structure

Sumo Group's award-winning businesses provide creative and development services to the video games and entertainment industries from 10 studios in the UK, India, and Canada (now 11 in 2020). Group turnover for the financial year ended 31st December 2019 was £49.0m.

Sumo Digital, our largest business, is one of the UK's largest independent developers of AAA-rated video games. The business has acquired three studios that operate under their own names, The Chinese Room, Red Kite Games and Lab42. 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 766 staff at the end of 2019, 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. We engage independent contractors to contribute to projects and also specialist consultancy services to meet business needs.

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.

In November 2019, the Group issued an internal policy on procurement which includes a commitment to purchasing only from suppliers that demonstrate a commitment to fair working and to combating modern slavery and human trafficking.

Our Supply Chains

The nature of our business poses a relatively 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 630 employees are based in the UK. In addition to our existing locations, we opened a studio in Warrington during 2019, and in Leamington Spa during 2020, through the acquisition of Lab42. We also relocated Red Kite Games from Huddersfield to central Leeds.

In addition, we engage a small number of contractors to support our core activities. These individuals are engaged through Master Services Agreements 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 53/167 in the Global Slavery Index and a Government Response Rating of 5/10 in the Measurement, Action Freedom Report. We contract relatively few services in India due to the size and nature of our operation.

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 2019 we reviewed all of our arrangements with individual subcontractors and confirmed that appropriate contractual provisions are in place.

We have revised our process for creating new suppliers to collect and assess information relating to the risks of slavery and unfair work practices. The information returned is checked for serious concerns and then dialogue is opened with a supplier if required.

We added 140 new suppliers in 2019 and asked them to provide information about their anti-slavery and human trafficking processes. Of those 140, 112 suppliers returned information to be assessed. Of those 112, none were identified as risks on review of their submission.

We will continue to assess suppliers added during 2020 and beyond.

Training for Employees

During 2019, employees were briefed on the new procurement policy and the process for creating new suppliers that triggers the modern slavery risk assessment.

We did not complete any specific training on the risks of modern slavery in the supply chain for employees.

This statement has been approved by the Board of Sumo Group plc.



David Wilton
Chief Financial Officer