

Modern Slavery Act  
Transparency  
Statement

## The Statement

### Introduction

Kambi Group plc (hereafter “Kambi”, “we” or “our”) makes this statement pursuant to Section 54 of the Modern Slavery Act 2015.

It sets out the steps we have taken during the financial year ending 31 December 2019 and our commitment to prevent modern slavery from taking place in our supply chain and/or in any part of our business.

This is our first statement addressing these issues and is also made on behalf of our operational subsidiaries.

### Our Organisation

Kambi is a leading business-to-business supplier of premium sports betting services to licensed business-to-consumer gaming operators.

We employ over 850 people across offices in Sweden, the United Kingdom, the Philippines, Romania, Malta, the United States and Australia.

The principal activity of Kambi is the provision of managed sports betting services. Our operations encompass a broad offering from front-end user interface through to odds compiling, customer intelligence and risk management, built on our in-house developed software platform.

We have focused on creating a socially responsible business since day one through our operations in regulated markets and have zero tolerance towards the existence of any forms of modern slavery throughout our operations and supply chains.

### Our Supply Chain

Our business model requires that we build stable long-term relationships with our suppliers and operators.

The industry in which Kambi operates relies primarily on data/technological inputs in order to provide primarily data/technological outputs. Kambi's most important input is sports event data, which it obtains from a network of providers. Kambi also engages with suppliers of data centres, network services and hardware. In addition, our supply chain includes ancillary goods and services such as cleaning services and office supplies.

### Our Policies in Relation to Modern Slavery

All Kambi employees and contractors are made aware of the Kambi Code of Conduct upon joining, which consists of a number of policies setting out each employee's responsibilities regarding ethics and privacy, anti-bribery and corruption and conflicts of interest.

The Code of Conduct is accompanied by the Kambi Whistleblowing Policy, which encourages all employees and contractors to report any suspected wrongdoing as soon as possible by providing guidance as to how to raise such concerns and by ensuring that no employee suffers injustice as a result of reporting a suspicion that a policy breach has occurred or may take place in the future. Our Health and Safety Policy aims to create and maintain a safe and healthy working environment by taking all reasonable steps to avoid, reduce or control any foreseeable risk to the health and safety of any person.

Breaches of the Kambi Code of Conduct and/or any Kambi policies or procedures are handled under the disciplinary process applicable for the specific location where the employee or contractor is employed and handled according to local laws.

## Due Diligence and Risk Assessment

The majority of our suppliers are multi-national companies that have anti-slavery statements in place. We consider the social and ethical responsibility of potential suppliers when evaluating their suitability.

## Awareness

At the commencement of employment, training and documentation is provided to help employees understand the underlying principles, objectives and practical implications of the Kambi Code of Conduct.

Our company-wide learning and development programme (called the "Kambi Hub") contains an online course available to all our employees to create awareness of modern slavery practices and give employees the tools they need to take action if they are concerned.

## Looking Ahead

As a fast-growing organisation with a growing pool of suppliers, we need to be particularly aware of any risks that may emerge in our operations and supply chain as a result of our expansion.

Over the next year, our focus will be on assessing our own business operations and procurement procedures and extending the scope of our due diligence and awareness activities to identify and prevent any risks of modern slavery.

We will also continue to take measures to increase internal awareness of modern slavery and educate our staff about the issues involved.

## Approval

This statement has been approved and signed on behalf of the Board of Directors of Kambi Group plc.

*Lars Stugemo*

**Lars Stugemo**

**Chairman of the Board**

**Kambi Group plc.**

**17 March 2020**