



Gamesys Group Environment, Energy & Climate Change Policy

Gamesys Group plc are a leading operator of online casino and bingo-led brands. We manage a diverse portfolio of distinctive and recognisable brands that deliver best-in-class player experience and gaming content to a global audience. We take our sustainable business responsibilities seriously and our mission is to craft entertainment with care. As such, we are committed to understanding and mitigating the significant environmental impacts of our business.

Our environmental impacts

With no company owned vehicles, our direct environmental impacts are limited to the energy use, refrigerant (air conditioning) use, water use and food/paper waste generated in our offices. Although all are relatively minor, by far the largest and most consequential of these is our energy use, and its contribution to climate change.

We acknowledge the seriousness of climate change, both in terms of the negative environment, social and economic impacts that it could have on the world as a whole, and its potential impact on the Gamesys Group business.

Notable climate change risks to our business include transitional impacts (climate change related policies and legislation, increased cost of energy and shifts in consumer preferences) and physical impacts (acute and chronic weather changes impacting our in-house and third party data storage and processing capabilities).

Climate change also creates opportunities for our business to reduce operational costs from improved energy efficiency, improve our energy resilience and, by minimising our climate change contribution, align us with the expectations of our customer, employee and investor stakeholders.

Our energy and climate change commitments

At Gamesys Group we are committed to understanding, reducing and offsetting the energy use and climate change impact of our operations. **Our target is to be operationally (Scope 1 and 2) carbon neutral by 2021.** To facilitate this, we aim to decrease our direct emissions from energy consumption by 50% by 2023 (compared to the 2019 baseline) and will offset the remainder of our greenhouse gas emissions using carbon credits.

Delivering our commitments

We deliver our environment, energy and climate change commitments by:

- Complying with all applicable environment, energy and climate change related legislation and regulations, as a minimum.
- Periodically reviewing the environmental risks and opportunities associated with our operations.
- Measuring, monitoring and publicly reporting our most significant environmental impacts, including energy use and greenhouse gas emissions.
- Striving to reduce our energy consumption, reduce our waste generation and encourage recycling.
- Using targets to drive continuous improvement in our approach.
- Defining and implementing action plans to deliver our targets.
- Working to expand the measurement of greenhouse gas emissions to include our most significant Scope 3 emissions.
- Making this policy publicly available on our website and communicating its content to all employees.

This policy is applicable to Gamesys Group plc and all its subsidiaries. Accountability for the policy rests with the Group's Board of Directors. The Sustainability Director, overseen by the ESG Committee is responsible for the day-to-day implementation of the policy.

Signed by:



Lee Fenton, Chief Executive Officer of Gamesys Group

Date 05/10/2020