

Modern Slavery and Human Trafficking Statement

Introduction

This statement is intended to fulfil the legal obligation under Section 54(1) of the UK Modern Slavery Act 2015 (the 'Act') which is to provide a statement on Outright Games' ('we', 'us', 'our') efforts to combat modern slavery and human trafficking within our organisation for each financial year. This is the first statement made by us, in which we aim to give a transparent view of our existing measures as well as the future steps that we intend to take to tackle modern slavery and human trafficking.

Not all companies within our organisation are subject to the Act but they are required to comply with our internal policies which address modern slavery and human trafficking at a global level.

Organisation's structure

We are a UK-headquartered, family-run video global video game publisher, focusing on family friendly titles based on beloved entertainment properties such as *Jumanji*, *Ice Age*, *Adventure Time* and *Paw Patrol*. Since being founded in 2016 we have published and released over 20 video games and have expanded our global presence with offices in Los Angeles and Madrid as well as partnering with a global distribution network in over 25 countries. We have approximately 50 employees spread across our three offices.

Our business

Our business consists of three offices; London, Los Angeles and Madrid, with each office responsible for specific functions:

London: Head Office, with a focus on finance, marketing, production and admin.

Los Angeles: Primary focus on production with a small finance function.

Madrid: Focus on production and marketing

The Corporate Structure of Outright Games consists of 3 Operating Companies companies:

- Outright Games Ltd
- Outright Games SL
- Outright Games LLC

Our supply chains

We engage a third party global distribution network to ensure the smooth delivery of our video games (both physical and digital) around the world. We also have a number of specialist contractors that we regularly engage with to provide us with IT support, Legal advice and Data Protection.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Whistleblowing reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. Within our business all of our employees have written employment contracts to mitigate risks of forced labour and child labour.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate modern slavery and human trafficking risks we have several processes and systems in place to:

- ensure our employees have the right to work in the UK, LA or Madrid via pre-employment screening procedures;
- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place [a supply chain compliance programme. This consists of:

- We provide a Code of Conduct document to our suppliers that outlines our expectations of them in regards to preventing Modern Slavery.
- If the supplier has a public Modern Slavery Agreement, we will review this and confirm that their values are in line with ours.
- We conduct a review of any new supplier to ensure that they comply with our stance against Modern Slavery.

Our effectiveness in combating slavery and human trafficking

Further steps

Following a review of the effectiveness of the steps we have taken [this year] to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- Implement mandatory Modern Slavery training for all employees.
- Conduct a risk assessment regarding Modern Slavery and Human Trafficking

This statement constitutes our modern slavery and human trafficking statement for the financial year ending 2022. It was approved by the board on 20 December 2021.

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Terry Malham CEO

OUTRIGHT GAMES LIMITED

Date: 08 March 2022

