



## **The Rank Group Plc's Anti-Modern Slavery Statement for financial year to 30 June 2016**

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015.

### **About us**

We are a UK FTSE listed company that offers gaming based entertainment in venues and online through our Mecca, Grosvenor and Enracha brands.

This statement covers all companies within our group.

### **Our position**

We are fully supportive of the Modern Slavery Act 2015 and its intention to tackle modern slavery in all its forms, including slavery, servitude, forced labour and trafficking.

### **Our policy**

We have zero tolerance towards modern slavery.

We are committed to implementing and enforcing effective systems and controls to seek to ensure that modern slavery is not taking place anywhere in our business or supply chains.

### **Risk assessment**

We operate in Europe with limited supply chains and as such we believe that our exposure to the risks of modern slavery is low.

However, we still recognise that there is scope for modern slavery to occur and this statement sets out the steps we have taken to minimise this risk.

Our risk assessment will be kept under review and if circumstances change we will institute additional actions accordingly.

### **Our work force**

We have approximately 10,500 employees engaged in the UK, Spain, Belgium and Gibraltar.

We have a comprehensive suite of employee responsibility policies which are relevant to our attempts to ensure that there is no modern slavery in any part of our work force. Our relevant policies include:

- Recruitment Policy;
- Harassment and Bullying Policy;
- Grievance Policy;
- Employment Eligibility Policy;
- Equal Opportunities policy; and
- Speaking Up (Whistleblowing) Policy.

We actively encourage our employees to raise any concerns and have recently updated and republished our Speaking Up (Whistleblowing) Policy.

We respect the right of freedom of association and support employee engagement, representation and dialogue through open Business Forums and Team Forums.

We also support the ability of an employee to individually raise potential concerns or grievances.

We apply our employment practices in line with legislation, including in respect of the National Minimum Wage and National Living Wage and the elimination of discrimination in the workplace.

These policies and procedures are maintained and implemented by our team of human resource professionals.

### **Our supply chain**

Our team of purchasing professionals has reviewed our supply chain to evaluate modern slavery risks, in accordance with guidance issued by the Chartered Institute of Purchasing & Supply. Risk factors include the commodity purchased and the supplier location.

Having conducted this evaluation we consider the suppliers at most risk are those sourcing raw materials for our venues, such as food and drink, and in some areas of the construction, refurbishment and maintenance of these venues. We will conduct internal slavery risk assessments for all such suppliers.

To assist in the due diligence process for those suppliers considered high risk, we have recently engaged with the Supplier Ethical Data Exchange (Sedex). This is a web-based database where suppliers are required to post labour standards information, self-assessments and audit reports. This will assist us in selecting suppliers whose procedures and standards meet the requirements of our policy.

We have also amended our supplier due diligence questionnaire, our invitation to tender documentation and our standard terms and conditions of purchase to reflect the requirements of the Modern Slavery Act 2015.

### **Education and training**

We will communicate this statement to all of our work force to promote an understanding of the risks of modern slavery in our business and supply chains.

### **Effectiveness and performance review**

We do not have key performance indicators at this time given our low risk assessment, but this will be kept under review.

We will assess any instances of non-compliance with our policy on a case-by-case basis.

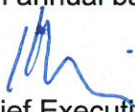
In relation to our own employment practices, we monitor and review:

- Employee engagement scores; and
- Issues raised through our Speaking Up (Whistleblowing) Policy.

In relation to high risk suppliers, these will be made aware of our policy and requested to demonstrate compliance through Sedex.

This statement has been approved by our Board of Directors, who will review and update it as necessary on an annual basis.

signature



Henry Birch, Chief Executive

Date

28/9/16