The Rank Group Plc's Modern Slavery Statement for financial year to 30th June 2018

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 on-line through our Mecca, Grosvenor, Luda, Enracha and YoBingo 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 primarily 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 10,000 employees engaged in the UK, Spain, Belgium, Malta 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 Procedure;
- Employment Eligibility Policy;
- Equal Opportunities policy; and
- Speaking Up (Whistleblowing) Policy.

We actively encourage our employees to raise any concerns and in June 2016 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, supported by our team of internal auditors.

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 providing manual labour in the development, refurbishment and maintenance of our venues and in the sourcing of raw materials for our venues, such as food and drink.

To assist in the due diligence process for such suppliers we have issued a self-assessment questionnaire. This is a mandatory requirement when listing suppliers onto our contract management portal. This supports us in understanding their labour standards information, and will assist us in selecting only those suppliers whose procedures and standards meet the requirements of our policy.

Our Purchasing team has introduced a process of auditing our at-risk suppliers where such suppliers will now also be required to demonstrate the processes they have in place to mitigate against human rights and slavery issues within their own supply chain.

Education and training

We will communicate this statement to all relevant employees to ensure a high level of understanding of the risks of modern slavery in our business and supply chains.

Any suppliers considered at risk will be made aware of this policy and required to demonstrate compliance through our contract management portal.

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 potentially at risk suppliers, we will only trade with those who comply with this policy or who are taking verifiable steps towards compliance with it.

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

John O'Reilly, Chief Executive Officer

15 August 2018