

Modern Slavery Statement for the financial year ended 31/12/2024

Introduction

2025 is the seventh year for which Sumo Group Limited is required to produce a statement under the Modern Slavery Act 2015. This statement relates to the period from 1st January to 31st December 2024.

Business Structure

Sumo Group's award-winning businesses provide creative and development services to the video games and entertainment industries in the UK, Europe, India, and Canada. Group turnover for the financial year ended 31st December 2024 was in excess of £100m.

Sumo Digital is the Group's primary business. It is one of the UK's largest developers of AAA-rated video games providing turnkey and co-development solutions to a global blue-chip client base from studios in Sheffield, Newcastle, Nottingham, and Leamington Spa, plus Pune and Bangalore in India. BAFTA award-winning The Chinese Room in Brighton, Red Kite Games in Leeds, Lab42 and Midoki studios in Leamington Spa, and PixelAnt Games in Wroclaw, Poland and Czech Republic also fall under the Sumo Digital umbrella along with the award-winning design studio Atomhawk, who have bases in the UK and Canada.

Secret Mode is a video games publisher, focused on delivering fresh and new gaming experiences to players and building expansive and fulfilling communities around those games. It publishes titles both developed within Sumo Group and by independent developers.

Auroch Digital is a Bristol-based videogame developer and publisher with a focus on original IP creation.

The group employed 1,473 staff at the end of 2024, primarily in the development of video games and the provision of creative services. A small proportion of our staff are employed in supporting business roles. We engage independent contractors and agencies to contribute to projects and specialist consultancy services to meet business needs.

Policy Approach

Sumo Group has written policies on equal employment opportunities and whistleblowing that are communicated to all employees when they first join the company. These policies underpin fair and legal employment practices across the Group.

We conduct pre-employment screening on all hires for their right to work in their main country of employment before they begin their role, and we support employees who wish to relocate to do so in the right way.

The Group has an internal procurement policy which includes a commitment to purchasing only from suppliers that will provide information on their fair working practices and opposition to modern slavery and human trafficking.

Our Supply Chains

The nature of our business poses a relatively low risk of modern slavery and human trafficking within our core activities. Talented staff are in high demand, and we operate in a competitive recruitment environment to attract and retain the best employees in all our countries of operation.

Sumo Group directly employs the staff supporting its core business and pays their wages. 1,211 employees were based in the UK at the end of 2024. 87 employees were based in Poland and the Czech Republic, and 148 staff were based at studios further afield in Canada and India. A further 27

individuals outside of these countries work directly for Sumo Group but are employed in their home country by an Employer of Record service provider on our behalf.

We work with third parties to support our core activities. During 2024, 77 people worked with Sumo as independent contractors. We also engaged services from 48 companies supplying game development or related services. 100% of these third-party suppliers were all screened for modern slavery risk factors before commencing work.

Providers of ancillary services such as cleaning, security and maintenance are either employed directly as part of our team, or the services are bought from registered companies under defined contracts. Sheffield and Sumo Leamington are the only studios to directly employ cleaning staff; all other locations outsource this work to third party providers.

Risks Related to Modern Slavery

We have judged that our businesses' activities are in relatively lower risk countries for the prevalence of modern slavery and human trafficking. According to the Global Slavery Index 2023 published by WalkFree.org both the United Kingdom and Canada's prevalence estimated at 1.8 people per 1,000 of the population. In Poland, the prevalence is estimated to be 5.5 and in Czechia 4.2 per 1,000¹. India's prevalence of people in modern slavery is estimated at 8 per 1,000. We contract relatively few services in India due to the size and nature of our operation.

We have judged that our business' activities are in lower risk sectors and primarily in lower risk countries. Sumo employs skilled staff with complex technical proficiencies, who are free to move within a highly competitive labour market.

Due Diligence Processes

We contract non-core services from registered companies, or directly with contractors where they are a sole trader. Many of the larger UK companies that we work with will also be required to publish a Modern Slavery Statement.

In addition to the to the contractors and development services suppliers, we added 214 new non-core suppliers in 2024. 194 of these new suppliers were asked to provide information about their anti-slavery and human trafficking processes and supplied satisfactory responses. 20 sole trader suppliers were added that were not asked to submit information.

We will continue to operate the same supplier onboarding processes during 2025.

Training for Employees

There was no training for employees on matters specifically relating to Modern Slavery or Human Trafficking during 2024. Management staff participate in training related to equal opportunities, anti-bias, and anti-discrimination as part of management development.

This statement has been approved by the Board of Sumo Group Limited.

Andy Stewart, Chief Financial Officer

¹ The Global Slavery Index 2023, Minderoo Foundation, Available from <https://walkfree.org/global-slavery-index/>