kindred

Modern Slavery Statement 2023

The information in this statement details policies, processes, and actions we have taken to ensure that slavery and human trafficking are not taking place in our supply chains or any part of our business.

It covers the activities of Kindred's wholly owned subsidiaries for the financial year ending 31st December 2022 required under the provisions of the Modern Slavery Act 2015 (the "Act").

About US

Kindred Group is a digital entertainment pioneer, bringing together nine successful online gambling brands to from one of the world's largest online gambling providers. Our purpose is to continue to transform gambling by being a trusted source of entertainment and contribute positively to society.

Founded in 1997 to provide customers with a better and safer way to place a bet in today's digital world, Kindred Group (then as Unibet Group), quickly gained a loyal customer base. We changed the game, by offering customers a better gambling experience than traditional high-street operators.

Our nine gambling brands are trusted by millions of customers around the world. Each brand has its own unique offering and identity, helping attract varied customers and different brands.

Our Organisational Structure

Kindred is listed on the Nasdaq Stockholm Large Cap list and is a member of the European Gaming and Betting Association (EGBA) and founding member of the International Betting Integrity Association (IBIA). Kindred Group is audited and certified by eCommerce Online Gaming Regulation and Assurance (eCOGRA) for compliance with the 2014 EU directive, the Recommendation on Consumer Protection and Responsible Gambling (2014/478/EU)

At Kindred, our strength is in our people. We are Individuals United: over 2000 people representing 70+ nationalities, located across award-winning offices in 12 locations.

Our Policies in Relation to Modern Slavery

The following company policies support Kindred in ensuring that Modern Slavery is not taking place in our supply chains or business.

Whistleblowing Policy

Kindred is committed to the highest possible standards of openness, integrity and accountability and encourages any individual who has genuine concerns about any form of malpractice in the organization to raise those concerns at an early stage. The purpose of this policy is to outline how the employee can raise such a concern with Kindred's guarantee that such concerns will be treated seriously and investigated properly.

Equal Opportunities Policy

This policy ensures that we foster a fair and inclusive workplace, where our people are valued, their differences are respected, and discrimination is eliminated.

Supplier Code of Conduct

We view suppliers as an important part of our business success and strive to select and work with suppliers who adopt ethical standards, conduct their respective operations in a manner that respects the rights of the individuals they employ, demonstrate a positive impact on the environment and implement appropriate safety and security measures regarding personal data handling in accordance with the data protection standards. Our code is a set of principles that we expect our suppliers and their subcontractors to operate within.

Procurement Policy:

This policy sets out the requirements that must be met by everyone within Kindred when it comes to buying goods and services.

Supply Chains and Due Diligence Procedure

Kindred offers sports betting and gaming products in developed markets and most of our suppliers are in high-skilled sectors that are rated low-risk.

Kindred's Procurement team (supported by others in the wider business, including the Legal team) is involved in performing due diligence on potential suppliers to ensure we work with organisations who share our commitment to the highest possible business and ethical standards. This puts us in the position to make informed decisions about who we want to work with.

Where we are satisfied that it is a supplier that we want to engage with, we then negotiate terms with them (adherence to local laws and regulations regarding modern slavery is a non-negotiable item for us).

Our supply chain generally falls into the following categories of supply.

- Brand, Marketing and Communications
- Product
- Technology and Systems
- Consultants

Transforming Gambling

We put our customers at the heart of everything we do and are constantly improving to offer the best experience. That includes a safe and agile platform, a multi-brand approach and global scale and local relevance.

We break new ground and find new, better ways to meet customers' expectations by investing in innovation, technology, culture, and our people.

A responsible and sustainable business is a successful business, and that goes as well for our industry. We always strive to set best practice when it comes to responsible gambling, maintaining integrity and contributing to our communities.

For further details on sustainability at Kindred please read our Annual and Sustainability Report and Accounts 2022

Training

To ensure our employees are aware of the Act and the drivers of Modern Slavery, we share this statement with all employees through our internal communication channels.

Our future commitments

Kindred will review and update our Modern Slavery statement every year in line with our obligations. We will also monitor changes in our business and in the environments in which we operate to capture and manage any new or evolving risks.

Board Approvals

This statement has been approved and signed on behalf of the Board of Directors of Kindred Group plc.

Henrik Tjarnstorm

CEO

Date. 28/4/2023

Classified as General