

Modern Slavery Statement

Financial year ended 31/12/2023

Introduction

2024 is the sixth year for which Sumo Group Limited (formerly Sumo Group plc) is required to produce a statement under the Modern Slavery Act 2015, in relation to the period 1st January to 31st December 2023.

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 2023 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, Leamington Spa and Warrington, plus Pune and Bangalore in India. BAFTA award-winning The Chinese Room in Brighton, Auroch Digital in Bristol, Red Kite Games in Leeds, Lab42 and Midoki studios in Leamington Spa, PixelAnt Games in Wroclaw, Poland and Czech Republic and Timbre Games based in Vancouver, Canada 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 developed within Sumo Group and also by independent developers.

The group employed 1,697 staff at the end of 2023, 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. 1,341 employees were based in the UK at the end of 2023. 87 employees were based in Poland and the Czech Republic, and 269 staff were based at studios further afield in Canada and India. A further 33 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. In addition, we work with contractors to support our core activities. During 2023, 37 independent contractors, worked with Sumo under Master Services Agreements. A further 147 people worked with Sumo as employees of 32 third-party development companies and were engaged by Sumo under signed commercial contracts. These third-party development companies were 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 obtained through registered companies under defined contracts. Sheffield is the only studio to directly employ cleaning staff, all other locations outsource this work to third party providers.

Risks Related to Modern Slavery

We have judged that most of our businesses' activities are in relatively lower risk countries for the prevalence of modern slavery and human trafficking, with both the United Kingdom and Canada's prevalence estimated at 1.8 people per 1,000 of the population by WalkFree.org. In Poland, the prevalence is estimated to be 5.5 and in Czechia 4.2 per 1,000. India's prevalence of people in modern slavery is estimated at 8 per 1,000 by WalkFree.org 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 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.

We added 316 new suppliers in 2023. 277 suppliers were asked to provide information about their anti-slavery and human trafficking processes. 39 suppliers were added for Sumo India, which does not follow the same process. We obtained satisfactory information about 270 of these suppliers.

The seven suppliers that did not provide satisfactory information have been removed from our approved suppliers list so that they are not reused.

During 2024 we will ensure that the procurement policy is fully rolled-out to the remaining Sumo businesses globally, and that due diligence is conducted at the same stage as for our UK entities. We will take steps to prevent suppliers from being used before modern slavery checks have been completed.

Training for Employees

There was no training for employees on matters specifically relating to Modern Slavery or Human Trafficking during 2023. 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