

Modern Slavery Statement

This statement is made and published in accordance with the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for Supermassive Games Ltd, for the financial year ending 31st December 2022.

Introduction

Founded in 2008, Supermassive Games Ltd is a private limited company primarily focused on the production and publishing of video games for consoles, PC and smartphones. In 2022, Supermassive Games became a wholly owned subsidiary of Nordisk Games, who are in turn owned by Nordisk Film, part of the Egmont Group.

Organisation Structure

The business activities of Supermassive Games are predominantly UK-based, with approximately 370 employees headquartered across 3 office locations in Guildford, Surrey, UK.

Our studio structure is split into 5 core groups: 4 of which are project-based and comprise a mix of creative, technical and production focused staff, and 1 which houses central and operational support staff for the whole studio.

Additionally, to fulfil our business activities, Supermassive Games engages a small number of outsourcing companies to provide additional resourcing for project-based teams, largely in the areas of programming and technical development, whereby individuals are based within European countries.

Commitment

We understand modern-day slavery to be defined as:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer;
- Being dehumanised, treated as a commodity, or being bought or sold as property; or
- Being physically constrained or having restriction placed on freedom of movement.

We operate a zero-tolerance approach to modern-day slavery; we do not accept or condone any of the above and will act swiftly if a breach is identified.

We understand and acknowledge our responsibilities in relation to tackling modern slavery and are committed to ensuring there is no risk of slavery or human trafficking in any part of our business or supply chains.

In general, we consider our exposure to modern slavery/human trafficking to be relatively limited. Nonetheless, we are committed to continuing our steps to ensure such practices do not take place

within the business, nor the business of any organisation which may supply goods and/or services to us.

Continuous Improvement and Ongoing Commitments

To ensure our ongoing commitment to this statement, we have identified the following actions:

- Continue with our robust pre-employment screening and right to work checks for all potential employees.
- Identify key roles and individuals where a higher level of modern slavery understanding is required (e.g., those involved in the hiring process, or responsible for engaging suppliers) and ensure all receive adequate training.
- Document and communicate our anti-slavery, whistleblowing, and business ethics policies to all staff
- Regularly review the agreements and hiring processes we have in place with our outsourcers to ensure all are conducted ethically, responsibly, and in line with this statement.
- Implement a more formal review process for policies and supplier agreements, to ensure all are fit for purpose, in line with latest legislation, and allow for termination of suppliers where they may be suspected of, or involved with, modern slavery.

Communication of Statement

This statement has been made available on the Supermassive Games website and will be shared with all staff across the business to further raise awareness. It has also been submitted to the Home Office via the Government Registry.

Declaration

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015. It has been approved by the Board and will be reviewed for each financial year.

Signed:

Pete Samuels, CEO
Joe Samuels, Commercial Director
6th June 2023