



MODERN SLAVERY STATEMENT

This statement is made on behalf of Continent 8 and all subsidiary companies within the Group. We are proud of the steps we have taken to combat slavery and human trafficking. This statement outlines our actions and activities in 2023 regarding efforts to combat slavery and human trafficking within our business and supply chain and is provided to comply with the Modern Slavery Act.

Our Business

Continent 8 is a global leader in providing businesses with secure, reliable facilities and networks to support critical online operations across 95 locations spanning Europe, Asia and the Americas. Continent 8 has been at the forefront of the industry for 25 years, proudly servicing the biggest iGaming brands. Our customer-centric ethos coupled with our industry knowledge and experience, makes Continent 8 the online gambling hosting partner of choice. Continent 8 has built a truly global network of data centres, spanning multiple continents – this unique, highly redundant network underpins Continent 8's global growth strategy and is now available to global enterprises and service providers, to do the very same.

Policies & Procedures

Continent 8 is committed to operate with integrity and high ethical standards in all our business activities. We have a Code of Ethics that all Continent 8 employees, executives, officers and directors must adhere to; this sets out the ethical conduct required of all those who work for the company. Also, we have established the Supplier Code of Conduct requesting that our business partners (including suppliers and anyone who provides products, services or personnel to Continent 8) adopt the same high values and expectations of ethical business practices as we do as a company. Under the principles of the Supplier Code of Conduct, our suppliers must adhere to the same high standards that Continent 8 sets itself in relation to fair and ethical business and employment practices. We recognise and respect all labour and employment laws, including health, safety and the environment as outlined in Continent 8's Health and Safety Policy, and those combating improper discrimination, child and forced labour.

We strive to hold our employees and business partners including suppliers to act with ethical and legal standards of business integrity. To ensure that modern slavery is not occurring within our supply chains, we make reasonable efforts to learn their reputation and work practices including legal compliance and respect for human rights. We will act and discontinue relationships with suppliers and other business partners who fail to meet our high standards for ethical business conduct as expressed in our Supplier Code of Conduct.

Continent 8 offers its abuse@continent8.com to employees, customers, suppliers and members of the general public with a mechanism, including on an anonymous basis (where allowed by law), to report concerns about potential ethical, legal or regulatory violations. Continent 8 will investigate allegations and take appropriate corrective actions.



Supply Chain and Corporate Operations

We are committed to acting ethically and with transparency in all our business relationships and to implementing and enforcing effective systems and controls to try to ensure that modern slavery and human trafficking is not taking place anywhere in our supply chains. We take a zero-tolerance approach to slavery and human trafficking. We are not aware of, nor do we have any information to suggest that any inappropriate labour conditions are present in our supply chains. We apply stringent and consistent standards when dealing with suppliers around the world.

Due Diligence and Risk Mitigation

We established Supplier Code of Conduct for our internal teams setting forth the ethical standards and due diligence requirements for business partners. Additionally, Continent 8 has enhanced its contract templates to include provisions in our contracts ensuring compliance with laws regarding health & safety, environment, forced labour, human trafficking and slavery. These enhancements strengthen and improve our processes with licensees, vendors and manufacturers who are part of the Continent 8's supply chain.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. Through this training, as well as through group wide internal communications, all employees are encouraged to identify and report any potential or actual wrongdoing that they consider to be in breach on the Modern Slavery Act.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015, and in conjunction with laws governing Modern Slavery and Human Trafficking in other jurisdictions and constitutes the Continent 8's group slavery and human trafficking statement for the financial year ending 31 March 2023.