

# **PLAYTIKA UK – HOUSE OF FUN MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL PERIOD ENDING DECEMBER 2018**

## **1 INTRODUCTION**

Modern Slavery is a crime in number of countries, including in the United Kingdom (“UK”), and a violation of fundamental human rights. It can take various forms, including slavery, servitude, forced and compulsory labour, child slavery and human trafficking. Playtika UK – House of Fun Limited (“**House of Fun**”) believes in acting ethically and with integrity in our business dealings, running our business responsibly and respecting human rights in that regard. As such, we are committed to ensuring that Modern Slavery is not taking place anywhere in our own business and to combat the risk of Modern Slavery taking place in our direct supply chain.

## **2 OUR ORGANISATION**

This statement is made on behalf of House of Fun, which provides popular casual social game(s).

House of Fun has an operational footprint in the UK through a small London based studio. The studio produces designs and supplies games primarily for mobile platforms.

The studio has less than 10 employees at the time of publishing this statement. House of Fun also engages freelance specialists for the development of the social game(s) it provides, and other associated services.

This statement details the steps taken to address the risks of Modern Slavery associated with House of Fun’s operations, which we believe to be low.

## **3 RISK APPROACH – HOUSE OF FUN OPERATIONS**

House of Fun’s position is to seek to be in compliance with applicable employment laws. House of Fun has specific HR policies to support our employees working in a safe, compliant and transparent environment. Where appropriate, we consider whether such policies should apply to consultants, contractors, casual workers and/or agency staff (“**Freelance Staff**”).

It is important that our employees feel they are able to raise concerns and therefore we have taken steps to develop a Grievance Policy, and this issue has been discussed with our employees.

Although it is not an accredited Living Wage employer, House of Fun does meet the Real Living Wage of £10.55 in London for its employees. Due to the competitive nature of the industry, the position of Freelance Staff engaged by House of Fun is also competitive.

## **4 RISK APPROACH - HOUSE OF FUN SUPPLY CHAIN**

House of Fun has a small supply chain and, to the best of our knowledge, we are not aware of any specific instances of Modern Slavery occurring within that direct supply chain. Due to the limited number of suppliers that House of Fun engages, we do not feel it is necessary or proportionate to have a formal procurement process. Rather, we are able to consider all supplier appointments on a case by case basis and adopt an appropriate risk based assessment.

We understand that the nature of casual and freelance engagements can create a higher risk area in a supply chain. However, our Freelance Staff, who are mainly developers and/or artists, are highly skilled in their particular fields, engaged through or by agencies known in the market and on terms that are appropriate to market standards and reflect our business requirements and responsibilities. Freelance Staff are on occasion also referred to House of Fun by existing employees and/or Freelance Staff at the studio. Freelance engagements are also usually ad hoc, of a short duration and in relation to a specific business need. At the time of publishing this statement, we have no full time Freelance Staff.

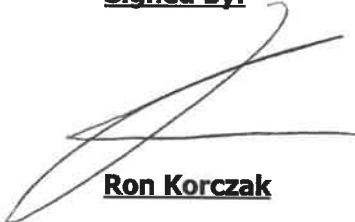
Given the small size and relatively recent commencement of our UK operation, we do not operate a preferred agency list. However, given that the individuals we engage are highly skilled, the competitive nature of the market and small number of Freelance Staff at the studio, we consider that our risk profile concerning engagement of freelance specialists presents a low risk of Modern Slavery.

5 **FURTHER STEPS**

Throughout the next financial year, House of Fun will be developing its approach to addressing the risk of Modern Slavery by:

- (a) Finalising our UK Employee Handbook, which will contain key policies for employees to be aware of;
- (b) Continuing the ongoing employment law training for managers; and
- (c) Engaging with key agencies and third party providers to communicate its ethical standards.

**Signed by:**



**Ron Korczak**

**Director - Playtika UK – House of Fun Limited**

**22.05.2019**