

Prevention of Modern Slavery Statement for the financial year ended 31 December 2023

Keywords Studios' Organisational Structure and Business

Keywords Studios plc (the **Company**) and its subsidiaries (together, **Keywords Studios** or the **Group**) are an international provider of creative and technology-enabled solutions to the global video games and entertainment industries. Established in 1998, and now with over 70 facilities in 26 countries strategically located in Asia, Australia, the Americas, and Europe, Keywords Studios provides services across the entire content development life cycle through its Create, Globalize and Engage divisions to a large blue-chip client base across the globe. Our Group's workforce consists of employees providing professional technical and creative services, with 70% of our studios located in territories with a lower estimated prevalence of modern slavery (5.5 or less per 1,000 of population, according to the Walk Free Global Slavery Index 2023). Clients engage with us at each of the studio, service line, divisional and Group levels. Our supply chains are primarily made up of freelancers, who supply professional services, and the suppliers of software and IT equipment. The Company is a public limited company and is listed on AIM, the London Stock Exchange's regulated market.

Our Policies on Slavery and Human Trafficking

At Keywords Studios, we do not tolerate any form of modern slavery or human trafficking in any part of our business. We operate to international standards and principles including the International Bill of Human Rights, the UN's Guiding Principles on Business and Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the Children's Rights and Business Principles.

Keywords Studios acknowledges this global responsibility and is committed to driving out acts of modern slavery and human trafficking from within its own business and supply chains. Keywords Studios acknowledges its responsibility under applicable modern slavery legislation and will strive for transparency within the organisation to ensure consistent awareness of that legislation.

We have appropriate policies in place that underpin our commitment to ensure that there is no slavery or human trafficking in our supply chains or in any part of our business, including a Prevention of Modern Slavery Policy, which we periodically review and update. Each of our Code of Business Conduct, Protected Disclosures (Whistleblowing) Policy, Anti-Bribery & Corruption Policy and Grievance Policy also provide processes for individuals to report any concerning incidences and/or suspicions, including those that could be related to this subject matter. These policies, together with our Prevention of Modern Slavery Statement, are made available on the Group's website and to all Group employees.

Due Diligence

Keywords Studios will make reasonable endeavours to ensure all employees and agents within our supply chains are not subject to any form of forced, compulsory/bonded labour or human trafficking by implementing this statement and the accompanying Code of Conduct for Suppliers and Contractors to Keywords Studios (**Supplier Code of Conduct**). Our Prevention of Modern Slavery Policy is shared with each new studio that joins Keywords Studios and is shared annually within the Group. In addition, the Group's template contracts for suppliers and contractors requires them to comply with our Supplier Code of Conduct for the purpose of ensuring that slavery and human trafficking is not taking place within our supply chain to the best of our knowledge. As detailed in our Protected Disclosures (Whistleblowing) Policy, we are also committed to protecting whistleblowers against any form of retaliation for reporting a concern where they have reasonable grounds to believe that the information reported is true at the time of reporting.

Risk Assessment

We continue to take positive steps to improve transparency within our Group. Following the annual review of our Prevention of Modern Slavery Policy, we believe that we operate with a very low inherent risk of slavery and human trafficking potential. Nevertheless, we will continue to assess and manage these risks as part of our annual review of our Prevention of Modern Slavery Policy.

Effectiveness

Keywords Studios' management team is responsible for the ongoing review of this Prevention of Modern Slavery Statement, our Prevention of Modern Slavery Policy and our Supplier Code of Conduct. This will be carried out annually or as and when organisational changes impact the way the Group works. While we do think we are low risk, we will keep this under constant review. During 2023, no instances of slavery or human trafficking were reported or identified.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Group's slavery and human trafficking statement for the year ended 31 December 2023. It was approved by the board of directors of the Company on 11 March 2024.



Bertrand Bodson
Chief Executive Officer
Keywords Studios plc
Date: 11 March 2024