

## Prevention of Modern Slavery Statement for the financial year ended 31 December 2022

### **Keywords Studios' Organizational Structure and Business**

Keywords Studios plc (the **Company** or **Keywords Studios**) is an international technical and creative services provider 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, it provides services across the entire content development life cycle through its Create, Globalize and Engage service lines to a large blue-chip client base across the globe. Our Company workforce consists of employees providing professional technical and creative services, with 60% of those located within the EU, UK and North America, and 66% located in studios in low-risk countries according to the 2018 Global Slavery Index. Clients engage with us at the individual studio level, by service line or at Group level. Our supply chain is mainly made up of freelancers who supply professional services, software and IT equipment. Keywords Studios is a public limited company, headquartered in Dublin, Ireland.

### **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, its subsidiaries and associated companies acknowledge global responsibility and are committed to driving out acts of modern day slavery and human trafficking from within its own business and supply chains. Keywords Studios acknowledges its responsibility under relevant National Modern Slavery Acts and will ensure transparency is achieved within the organization to ensure that awareness of the Acts is achieved on a consistent basis.

Our Prevention of Modern Slavery Statement is available on the Company's website for the Group and readily available to all employees. Our whistleblowing, anti-bribery and grievance policies also provide processes for employees to report of any concerning incidences and/or suspicions, including those that could be related to this subject matter.

### **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 Suppliers Code of Conduct. Adequate resources will be made available to ensure slavery and human trafficking are not taking place within our organization or to the best of our knowledge within our supply chains. Our Prevention of Modern Slavery Statement is shared with each new studio that joins Keywords Studios and is shared annually with every studio.

### **Risk Assessment**

We continue to take positive steps to improve transparency within our Company. Following the annual review of our policy and processes, we believe that we operate with a very low inherent risk of slavery and human trafficking potential. Nevertheless, this assessment is kept under continual review. We will continue to assess and manage the risk as part of an annual review of our policy.

### **Effectiveness**

Keywords management team is responsible for the ongoing review of this document, the Prevention of Modern Slavery Statement, and Keywords Studios' Prevention of Modern Slavery Code of Conduct for Suppliers and Contractors. This will be carried out annually or as and when organisational changes impact the way the company works. While we do think we are low risk, we will keep this under constant review. During 2022, no instances of modern slavery were reported or identified.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Keywords Studios' slavery and human trafficking statement for the year ended 31 December 2022.

This Prevention of Modern Slavery Statement has been approved by the Board of Directors on 13 March 2023 and signed off by the Chief Executive Officer.

A handwritten signature in black ink, appearing to read 'Bertrand Bodson', written in a cursive style.

**Bertrand Bodson**  
**Chief Executive Officer**  
**Date: 13 March 2023**