

# BETFRED MODERN SLAVERY ACT STATEMENT

## Background

Responsible business behaviour has always been a priority for Betfred. We are a highly regulated betting and gaming business, operating within the law and our integrity is built into the way we do business. We treat all our employees and customers with respect and expect high standards from ourselves, our business partners and our suppliers.

This statement has been prepared in accordance with section 54 of the UK Modern Slavery Act 2015. The information included in the statement refers to the year commencing 1st April 2021.

## Our Organisation

This statement applies to all companies within and associated to The Betfred Group Limited, Done Brothers (Cash betting) Limited, Tote Bookmakers Ltd and Lightcatch Limited.

## Betfred organisational structure

Betfred is a privately-owned High Street and multi-channel betting and gaming business. We operate over 1500 licenced betting shops across England, Wales and Scotland under the Betfred brand. Through multiple channels, we have a growing online presence with digital sports betting and gaming offering. We also provide telephone betting services to customers who prefer to use this route.

We employ over 9,000 people, with most of our employees based in the UK. In addition to the employees that work in our shops - graded Group Sales Manager, Shop Manager, Deputy Manager, Assistant Manager, Sales Cashier and Cleaners, we employ over 400 staff in our head office based in Birchwood, Warrington with a further 80 employees based in Wigan, 60 in Central Manchester and around 20 in Media City, Salford. The only employees currently outside the UK is a team of around 70 based in Gibraltar with one employee based in Guernsey.

Our retail structure consists of 4 Regions with a Regional Manager in each reporting to the UK Head of Retail Operations and within these Regions there are 28 areas each with an Area Manager, Area Supervisor, Area Operations Assistant and Area Administrator.

Due to the strict regulated nature of our businesses, all our employees must be over 18 years of age.

As we are an entertainment business, selling experiences rather than physical products, our workforce is highly trained, due to the unique nature of our business against other retailers and the technical and highly regulated nature of our offering. We have a relatively small supply chain compared to other high street retail businesses and this is largely characterised by the purchase of data rights, software and premises licences, IT and technology, telecoms, communications, marketing and professional services.

Nonetheless we have taken and will continue to take steps to ensure such practices do not take place in our business or anyone who supplies goods and services to us and will keep the issue under review on an annual basis and respond accordingly. Advice, guidance and where applicable training will be provided to those within the company who have responsibility for checking and monitoring supply chains and our intention is to refresh this training annually.

### **Our future Commitments**

We are committed to maintain a zero-tolerance approach to modern slavery and human trafficking. We will review and update our modern slavery statement every year in line with our obligation and continue to develop our policies to ensure our approach is commensurate with our risk profile. We will make this policy available to view by all our staff, not just the ones involved in engaging with suppliers and will look to expand the scope of the training and awareness in 2021 and beyond to ensure we reach a broader range of relevant employees.

This statement has been approved by the Betfred Board of Directors and is signed by our Chief Operating Officer on their behalf.



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Mark Stebbings,  
Chief Operating Officer  
Betfred Group Limited

1st April 2021