



GENDER PAY GAP REPORT



For Period to April 2022



Bally's
INTERACTIVE

OUR CULTURE

GENDER PAY GAP REPORT AT APRIL 2022
Gamesys Ltd and Mice and Dice Ltd are part of Bally's Interactive which is the digital arm of Bally's, one of the world's leading entertainment providers.

The companies continue to fully support the initiative to make gender pay gaps more transparent.

At Bally's Interactive, our success is centred on our people – their different ways of viewing the world, different thoughts, different experiences and different origins represent our collective strength.

The only way we distinguish our employees is by whether they can choose, and we can offer, work that they love doing and can excel at. We then give them the tools and opportunities to be successful.

We challenge ourselves all the time to identify where and how we can improve our diversity, equity and inclusivity.

We strive to create a culture where ideas and challenge can come from anywhere, to provide a platform for frank exchanges and debate about issues, where there are not always simple answers.

Questions like, how do we attract more women into Tech? How do we ensure all our people processes are as bias free as possible? How do we educate all employees to be more inclusive?

We continue to have a gender pay gap as you will see in the report. This report looks at our UK Bally's Interactive employees employed by Gamesys Ltd and Mice & Dice Ltd. Well over a third of our employees in our London office are Technical, and like most companies, we need to redouble our efforts to find more women technologists. We're proud of our technical women, we just don't have enough of them today!

This is a major contributory factor to our gender pay gap, along with reduced representation of women in our business at the most senior levels. Of course, we always ensure we pay equally for the same roles.

You'll see in the report where we are applying energy and investment to continually improve inclusivity and gender balance across the company.



ROBESON REEVES
CEO



RICHARD DANZAK
EVP, PEOPLE

THE NUMBERS

The gender pay gap is the difference between the average pay between all women and men regardless of their role, position and seniority.

- The mean pay gap is the difference in the average hourly pay for women compared to men.
- The median pay gap represents the difference in hourly pay between the salary mid-point average of women and men.

Equal pay means paying the same for the same role, regardless of gender.

Here you will see data for Gamesys Ltd and Mice and Dice Ltd, two of our UK based companies which need to report annually. Gamesys Ltd employed 479 employees, and Mice and Dice Ltd employed 433 as of April 2022.

GENDER PAY GAP

Gamesys



Mice & Dice



* 11% shows, as an example that men's mean pay is 11% higher than women's mean pay due to the higher representation of senior men in the employee group.

GENDER BONUS PAY GAP

Gamesys



Mice & Dice



These figures include any annual bonuses and long-term incentives paid in the year ending April 2022. An exceptional accelerated vesting of long-term incentives following the Ballys/Gamesys merger is also included.

Effective March 2023, participation in the new Bally's long term incentive programme has increased significantly and will continue to expand over the next two years.

EMPLOYEES RECEIVING A BONUS

Gamesys



Mice & Dice



Once probation is completed, all employees across Gamesys Ltd and Mice and Dice Ltd are eligible for a bonus regardless of role. We run a performance review yearly to assess this fairly. Therefore the difference in employees receiving a bonus relates to the varying numbers of women and men in probation at the time of the report.

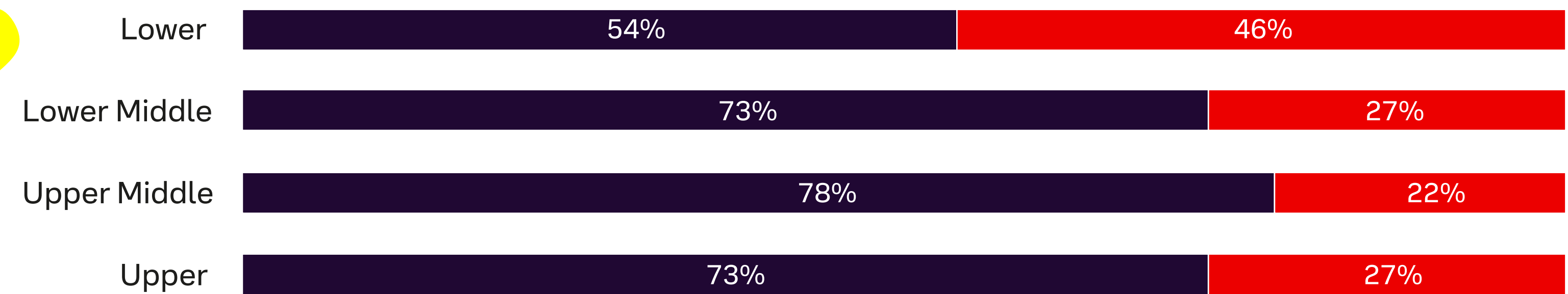


THE NUMBERS (CONT.)

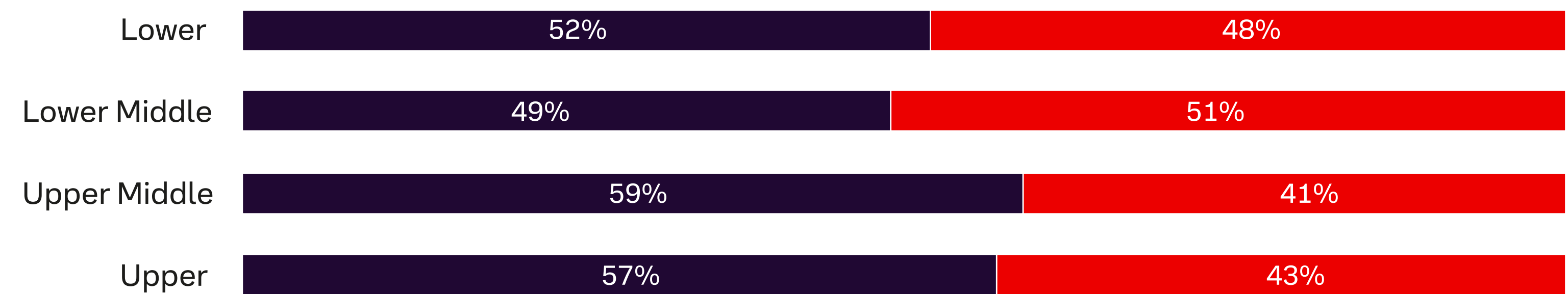
This is the proportion of men and women in each pay quartile. Each quartile has 113 employees for Gamesys Ltd, and 95 employees for Mice and Dice Ltd.

GAMESYS LTD PAY QUARTILES

■ Men ■ Women



MICE AND DICE LTD PAY QUARTILES



OUR PROGRAMMES

ATTRACT

We continue to train our hiring managers on how to run fair and bias free selection, and we continually improve other elements of our processes, such as ensuring our job descriptions do not have a gender skew or lead to unconscious bias in any way by using emerging tools.

We fly the flag for diversity by actively participating in working groups, panels and conferences.

We benchmark our salaries each year in our UK offices in conjunction with Radford AON and we use our HRIS reporting capabilities when reviewing salaries to ensure we continue to offer fair and equal pay for all employees.

We are winners of the 2022 Star of the Future & Industry Achiever awards at the **Women in Gaming Diversity Awards**.

DEVELOP

We support bespoke training and education events for our talented women.

We also provide unconscious bias and cultural awareness training across the business.

We're establishing talent management processes that will actively support women's development, with tailored coaching and personal development.



GLOW (Global League of Women) our employee network is a friendly and inclusive group aimed at highlighting, discussing, and learning about gender-driven issues. The aim is to try to identify and address any issues or concerns which employees might have when it comes to gender and supporting women. GLOW continues to provide value in helping us towards the goal of being one of the leaders of diversity and inclusion in our industry.

GLOW's pillars:

- Support women in Bally's Interactive.
- Foster a gender inclusive culture.
- Network and promote Bally's Interactive as a destination for talented women.
- Support the wider social agenda for gender equality.
- We support bespoke training and education events for our talented women.

RETAIN

We are committed to supporting expectant parents and parents with children of any age to obtain a good work life balance.

We offer enhanced maternity pay, with 26 weeks paid leave including bonuses. Unlike many organisations, we match shared parental leave to our enhanced maternity leave.

We offer flexibility to support our working parents by helping them return to the workplace whilst balancing parenting and caring needs.



Our Parents Network In partnership with HR, offers informal peer support and practical advice on a variety of topics.

The guiding principles are:

- Champion the way we support parents.
- Working with HR to make policies clear and accessible.
- The steering group and community will help to answer practical questions before, during and after maternity, paternity or adoption leave.
- Provide access to a group of people you can speak to directly who are parents.

EMPLOYEE ENGAGEMENT SURVEY - DEI SECTION RESULTS

In April 2022 we launched our annual Employee Engagement Survey (Voice).

The DEI section was our highest scoring section. It came over loud and clear that employees value working with people from diverse backgrounds as evidenced by the 94% score.

One of the other key highlights from the survey stated that 96% of Bally's Interactive employees agreed that Bally's Interactive accepts everyone's individual differences and they value working with the company for that.

We will use the invaluable insight from these results to drive our action plans to engage, educate and listen to women, as we continue to develop and foster an inclusive and diverse workplace.

EMPLOYEE ENGAGEMENT SURVEY - DEI SECTION

96%

Bally's Interactive is a truly global company with employees from a diverse range of backgrounds and cultures and this is something I truly value about working here

95%

The company is committed to and demonstrates a zero tolerance approach towards discriminatory behaviour

96%

I can be my authentic self with my manager without a need to hide or adapt my identity

96%

I can be my authentic self in my team without a need to hide or adapt my identity

95%

I feel that I can progress and succeed at my company irrespective of my background or diversity characteristics

84%

I feel as included in decisions that affect my work as I did before the companies came together

94%

DEI SECTION SUMMARY - OVERALL SCORE

NEXT STEPS

OUR COMMITMENT

Ensure our employee value proposition captures the inclusive culture across Bally's Interactive, and effectively demonstrate the enhanced benefits we offer on maternity, paternity, shared parental leave and flexible working.

Continue to embed, review and live by the Bally's Interactive Code of Conduct which was updated in 2022.



Continue the work we have started with our GLoW and Parent networks, to support, develop and retain women throughout their life stages and careers.

Continue to evolve our education and training work on inclusion and how to mitigate bias and ensure all our policies and processes encourage inclusive ways of working.

Continue to recruit the best talent, but have an active focus on attracting more women for our Senior and Technical roles.