



## INTRODUCTION

The original legislation, the Modern Slavery Act 2015 (**'the MSA'** or **'the Act'**) requires UK companies to promote ethical business practices and policies that protect workers from being abused and exploited in their own organisations and global supply chains. The Act specifically requires all businesses with annual revenues of over £36 million to publish a transparency statement setting out the steps they have taken to ensure there is no modern slavery in their own business and their supply chains.

In October 2017 the Home Office published updated guidance 'Transparency in Supply Chains etc, A Practical Guide' ('the Guidance'), under Section 54(9) of the Act, which provides further clarification of how companies are expected to comply with the Act, and reaffirms the importance of an effective response from UK business to the threats and risks posed by modern slavery.

William Hill, which is the Group's qualifying entity for these purposes, published its transparency statement to comply with the Act in February 2017. This therefore constitutes the Group's second transparency statement, and the first following publication of the guidance.

## CORPORATE RESPONSE

As stated in our first 2017 statement, the Board of William Hill remains cognisant of the continuing risks, impacts and costs of global slavery and human trafficking, and fully supports both the original principles of the MSA and the Guidance published in October 2017. William Hill also actively maintains a zero tolerance approach to slavery and trafficking in all its forms, in any part of its business or supply chain, continuing to apply the UN Guiding Principles on Business and Human Rights and core labour standards set out by the International Labour Organisation.

The Corporate Responsibility Committee has reviewed the robust and proportionate risk assessment, completed by the business in 2017, taking into account the subsequent publication of the Guidance. That review has reaffirmed that William Hill, its operations and supply chain remain materially **'low risk'** in terms of both actual instances of, and the potential for, slavery or trafficking. This assessment is based on the nature of the Group's businesses, which are focused on retail and online gambling and gaming products and markets; there having been no significant changes to the Group's businesses or operations during the year; the robustness of the Group's people and supply chain policies; and also that the majority of the Group's operations are based in, and revenues derived from, countries deemed low risk by conventional sustainability indices, including The Global Slavery Index (<http://www.globallslaveryindex.org/index/>).

During 2017, the Group also specifically: reviewed the potential for modern slavery risks within its US and Australian supply chains, with those businesses completing formal risk assessments; introduced modern slavery preventative clauses within its standard format supplier agreements, required for all material contracts; and also extended the Group's whistleblowing arrangements to the management and staff of its largest suppliers; those arrangements continuing to be monitored by the Audit & Risk Management Committee.

## ABOUT WILLIAM HILL

William Hill, The Home of Betting, is one of the world's leading gambling companies, employing around 16,000 people. Founded in 1934, it is the one of the UK's largest bookmakers with around 2,350 licensed betting offices that provide betting opportunities on a wide range of sporting and non-sporting events, and gaming on machines.

The Group's Online business ([www.williamhill.com](http://www.williamhill.com)) has been around since 1998. It is one of the world's leading online betting and gaming businesses, providing customers with the opportunity to access William Hill's products online, through their smartphone or tablet. William Hill US was established in 2012 and provides land-based and mobile sports betting services in Nevada, and is the exclusive risk manager for the State of Delaware's sports lottery. William Hill Australia was established in 2013 when the Group acquired Sportingbet and tomwaterhouse.com. It offers sports betting products online, by telephone and via mobile devices.

William Hill PLC is listed on the London Stock Exchange and is a member of both the FTSE 250 and FTSE4Good Indices.

With its Online business headquartered in Gibraltar, the Group also operates in the US (Nevada, Delaware, Iowa and the Bahamas) and Australia, with licensed websites in Italy and Spain. Additionally, the Group has support functions in Bulgaria, the Philippines and Poland.

In 2017, group net revenue was £1.71bn, with group adjusted operating profit<sup>1</sup> of £291.3m and adjusted profit before tax of £254.9m.

William Hill is listed on the London Stock Exchange and is registered with appropriate authorities in the relevant countries in which it has operations, including with the GB Gambling Commission. William Hill continues to focus on encouraging responsible gambling, and shaping industry best practice. Further information is available at [www.williamhill.com](http://www.williamhill.com).

#### **FUTURE COMMITMENTS**

1. To maintain the Group's zero tolerance approach to modern slavery and human trafficking
2. To publish progress made against future MSA related objectives annually
3. To continually assess exposure to slavery and trafficking risks across the Group's supply chain
4. To enforce, and further strengthen, the Group's mitigation procedures for modern slavery related risks
5. To take appropriate action wherever behaviours or activities not consistent with Group policies are discovered

#### **TRANSPARENCY STATEMENT**

This Transparency Statement is accordingly made by William Hill in accordance with s.54(6) of the MSA, for the financial year ending 31 December 2017. The statement has been formally approved by the Corporate Responsibility Committee of the Board of William Hill, and is also endorsed by Philip Bowcock, Chief Executive Officer and Ruth Prior, Chief Financial Officer.

**Philip Bowcock**  
Chief Executive Officer

**Ruth Prior**  
Chief Financial Officer

**23 February 2018**

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<sup>1</sup> See Page 3 of the 2017 Annual Report and Accounts for the definition of adjusted operating profit.