Modern Slavery Act policy statement

Introduction

Modern slavery is a crime and a violation of fundamental human rights. Games Workshop has a zero-tolerance approach to modern slavery and is committed to acting ethically to implement and enforce effective systems and controls to ensure modern slavery is not taking place within Games Workshop or its supply chains.

Organisational Structure

Games Workshop has its head office in Nottingham, United Kingdom, with subsidiaries around the world and direct sales operations in the United Kingdom, the United States, Australia, China and Japan, with around 70% of sales coming from outside of the United Kingdom. This statement is made on behalf of all companies within the Games Workshop group.

The turnover of the Games Workshop group for the last financial year was in excess of £118 million.

Our Business

The most important thing Games Workshop does is design, make and sell fantastical miniature soldiers and associated models. To that end Games Workshop also designs, makes and sells books and accessories of extraordinary variety to facilitate the many different hobby activities. This vast range of plastic and resin kits, painting guides, rulebooks and novels are the foundation of an almost infinite hobby. The Games Workshop design centre is in Nottingham with manufacturing and distribution facilities in Nottingham and distribution centres in Memphis, Tennessee and Sydney, Australia.
Games Workshop is a vertically integrated business, retaining control over every aspect of design, manufacture and
distribution of its models and rulebooks. Products are sold through a chain of over 450 retail stores in the United Kingdom,
the United States, Canada, Australia, New Zealand, Japan, China, France, Germany, Spain, Italy, the Netherlands, Eire,
Belgium, Austria, Poland, Norway, Sweden, Denmark, Hong Kong, Singapore, Malaysia and Finland. Products are also sold
through more than 4,000 other hobby, game and toy shops around the world. These outlets are complemented by a mail
order and online specialist sales businesses.

Our Suppliers

Games Workshop works with a large number of suppliers. We work with suppliers for the sourcing of raw materials for the
manufacture of our hobby miniatures, the sourcing of supplementary hobby products for re-sale, and the procurement of
goods and services needed for day to day business operations.

Anti-Slavery Policy

The Games Workshop Anti-Slavery Policy reflects Games Workshop’s zero tolerance approach to modern slavery.

All employees of Games Workshop are required to comply with our Anti-Slavery Policy at all times. Any breach of the Anti-
Slavery Policy by an employee shall result in disciplinary action being taken against that employee.

All of Games Workshop’s suppliers are required to meet the compliance standards set out within the Anti-Slavery Policy.

The Anti-Slavery Policy is communicated to all suppliers of (i) raw materials used for the manufacture of our hobby
miniatures, and (ii) supplementary hobby products for re-sale. These suppliers are required to comply with the Anti-Slavery
Policy as part of our Corporate Social Responsibility (CSR) requirements. These CSR requirements are detailed within our
purchase agreements and within our standard terms and conditions for the purchase of goods and services.

Our suppliers of goods and services for day to day business operations are also required to meet the compliance standards
set out within the Anti-Slavery Policy. This may be achieved by requiring these suppliers to comply with our standard CSR
requirements in the manner detailed above, or by reliance on the ethical codes and standards of these suppliers where
appropriate.

Any failure of a supplier to meet the compliance standards set out within the Anti-Slavery Policy shall result in the immediate
termination of any business relationship with that supplier.

Due Diligence Processes

As part of our systems and controls to ensure modern slavery is not taking place within Games Workshop or its supply
chains, Games Workshop undertakes the following:

- appropriate vetting and due diligence in respect of all new suppliers.
- whenever possible, Games Workshop maintains long standing relationships with suppliers, such relationships being
  based on good supplier performance and trusted compliance with Games Workshop’s CSR requirements.
- auditing and inspections of suppliers.
- conducting of risk assessments every year to identify those areas of the business that may be regarded as being at
  high risk of exposure to slavery, with such high risk areas being subject to additional safeguards.
- reporting procedures for employees and suppliers which encourage the reporting of any incidents of potential,
suspected, attempted or actual slavery involving Games Workshop.

Communication and Training

Games Workshop communicates its Anti-Slavery Policy to all employees, and to suppliers in the manner described above.
Games Workshop provides training to relevant members of staff in connection with the Anti-Slavery Policy.

Games Workshop will continue to update its policies and procedures as required to ensure that appropriate safeguards are
maintained against modern slavery within Games Workshop and its supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human
trafficking statement for the financial year ending 31 May 2016.

Kevin Rountree