

# GENDER PAY GAP REPORT

For Period to April 2023

*Bally's*  
INTERACTIVE



# OUR CULTURE

**GENDER PAY GAP REPORT AT APRIL 2023**  
**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.

One of the ways we distinguish our employees is by how they choose work that they love doing and at which they can excel. We strive to ensure everyone has the tools and opportunities aligned with success.

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

We strive to create a culture where ideas and innovation can come from anywhere, to provide a structure for meaningful exchanges and debate around issues for which 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 are committed in our efforts to attract more women technologists. We're proud of our technical women, and strive to increase presence within Technology and across our enterprise.

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 478 employees, and Mice and Dice Ltd employed 397 as of April 2023.

## GENDER PAY GAP

### Gamesys



### Mice & Dice



\* 12% shows, as an example that men’s mean pay is 12% 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 2023.

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.

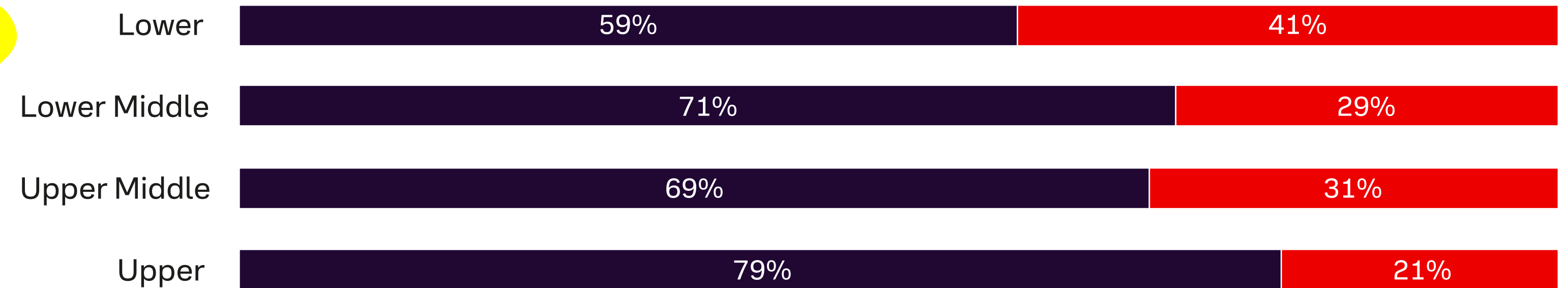


# THE NUMBERS (CONT.)

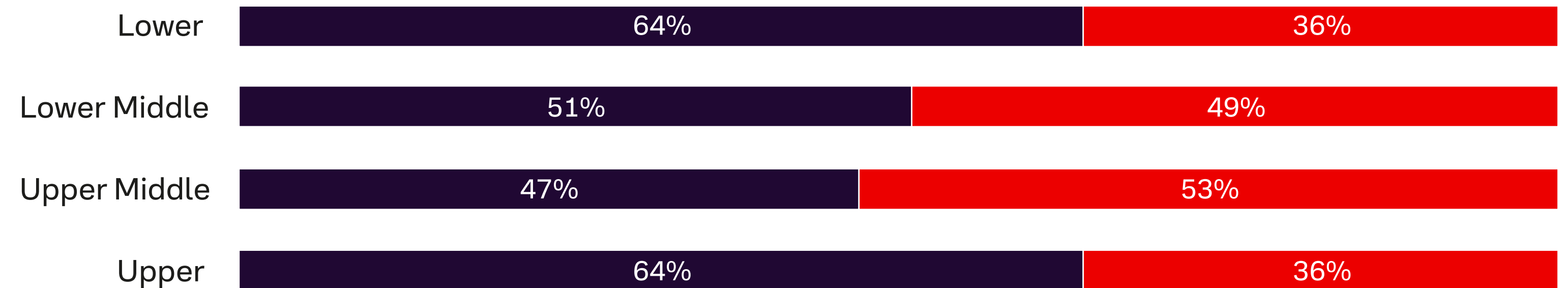
This is the proportion of men and women in each pay quartile. Each quartile has 111 employees for Gamesys Ltd, and 87 employees for Mice and Dice Ltd.

## 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, and each year our employees score highly on diversity and inclusion in our annual engagement survey.

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

## 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.

# 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 Code of Conduct.



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.