

## **888 Holdings PLC Board Diversity Policy**

### **I. Policy Statement and Objectives**

We recognise the value of a diverse, inclusive and collaborative Board and embrace the belief that a diverse Board is integral to our success and is an essential element in maintaining a competitive advantage. We believe that a truly diverse Board will facilitate a variety of independent opinions and critical challenges which provide valuable insight.

Based on these values we aspire for the diversity of our Board without compromising on the quality or merit of candidates including their aptitude and ability.

### **II. Application**

Diversity within the Board has been considered from a number of aspects, including but not limited to age, gender, educational and professional backgrounds.

Appointments are based on the candidate's strengths set by objective criteria including their past contributions and potential, however the benefits of diversity are also regarded and decisions are not influenced by any of the protected characteristics listed above. Where appropriate, steps are taken to identify and remove unnecessary or unjustifiable barriers.

We have set these standards to apply to our Board of Directors and Committees thereof, which are the Company's administrative, management and supervisory bodies.

### **III. Anti-Discrimination**

The Company does not tolerate discrimination, harassment, victimisation or bullying.

We do not discriminate on a broad range of grounds when making hiring decisions as well as in the course of our commercial operations. These grounds include gender, sexual orientation, marital or civil partner status, gender reassignment, pregnancy, the undergoing of fertility or in vitro fertility treatment, parenthood, part-time or fixed-term status, age, race, religion or belief, nationality, ethnicity, country of origin, place of residence, views, disability, trade union membership and political affiliation.

We aim to take appropriate steps to accommodate the requirements of religions, cultures and domestic responsibilities.

### **IV. Diversity Objectives**

We aim to have a Board of Directors that is well balanced and has the appropriate skills, knowledge, experience and diversity for the needs of the Company.

In reviewing the Board composition, the Nominations Committee considers the benefits of all aspects of diversity including, but not limited to, those described above, in order to enable it to discharge its duties and responsibilities effectively. Board appointments will be made on merit by assessing candidates against objective criteria in the context of the overall balance of skills and backgrounds that the Board needs to maintain in order to remain effective.

The Board's diversity objectives are:

a. Age Diversity Objectives

The Board seeks to maintain an appropriate age profile which recognizes the value brought by both older and younger directors.

b. Gender Diversity Objectives

The Board is committed to have at least one female board director, and to seek to ensure that lists of potential non-executive director candidates comprise at least one female candidate.

The Board will seek to increase this commitment by 2020.

When conducting a search for a new board member, so far as practicable the Company intends to engage executive search firms who have signed up to the UK Voluntary Code of Conduct for Executive Search Firms (or its international equivalent).

Selection of female candidates will be, in part, dependent on the pool of female candidates with the necessary skills, knowledge and experience. Ultimate decision will be based on merit and contribution the chosen candidate will bring to the board.

c. Professional and Educational Background Objectives

The Board considers non-executive director candidates from a wider pool than just FTSE 250 listed companies.

Board members should have various educational backgrounds, including but not limited to, degrees in economics and law.

Professional background of Board members should be diverse to encompass relevant experience in online casinos, e-commerce, web-development, economics, finance, law and regulation, amongst other fields.

**V. Monitoring and Reporting**

The Nominations Committee is the main body responsible for evaluating, promoting and ensuring the implementation and adherence of this Diversity Policy.

The Chairman shall be the designated Company officer responsible to monitor the implementation and adherence of this Diversity Policy within the Company and shall be required to present an annual review and report on the Company's adherence to this Diversity Policy to the Board.

In the Company's corporate governance statement in its annual report, this Diversity Policy and the way it has been implemented in practice shall be explained, addressing specifically (i) the objectives of this Diversity Policy, (ii) how this Diversity Policy has been implemented and (iii) the results of this Diversity Policy in the past financial year.

This Diversity Policy was adopted by the Board of Directors of 888 Holdings PLC on 13 March 2018.