



# UK GENDER PAY GAP REPORT

Gamesys Ltd and Mice & Dice Ltd

For period to April 2025

# OUR CULTURE

## GENDER PAY GAP REPORT AT APRIL 2025

Gamesys Ltd and Mice & Dice Ltd, both Bally's Intralot companies, form part of the digital arm of the business.

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

**ROBESON REEVES**  
**CEO**

**ALEX SHEPHERD**  
**CHIEF PEOPLE OFFICER**

At Bally's Intralot, 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 Intralot employees employed by Gamesys Ltd and Mice & Dice Ltd. Well over a quarter of our employees in our UK offices 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.

# 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.

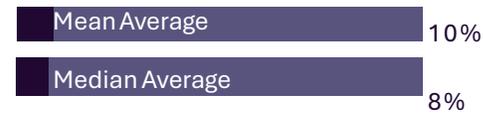
It is different from equal pay which is paying the same for the same role, regardless of gender.

- 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.

Here you will see data for Gamesys Ltd and Mice and Dice Ltd, two of our UK based companies for which we report annually. Gamesys Ltd employed 418 employees, and Mice and Dice Ltd employed 345 as of April 2025.

## GENDER PAY GAP

### Gamesys



### Mice & Dice



A gap of 10% shows, as an example, that men's mean pay is 10% 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 2025.

## EMPLOYEES RECEIVING A BONUS

### Gamesys



### Mice & Dice



In 2025, upon probation pass, all employees across Gamesys Ltd and Mice and Dice Ltd were eligible for a bonus regardless of role. We run a performance review annually 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.

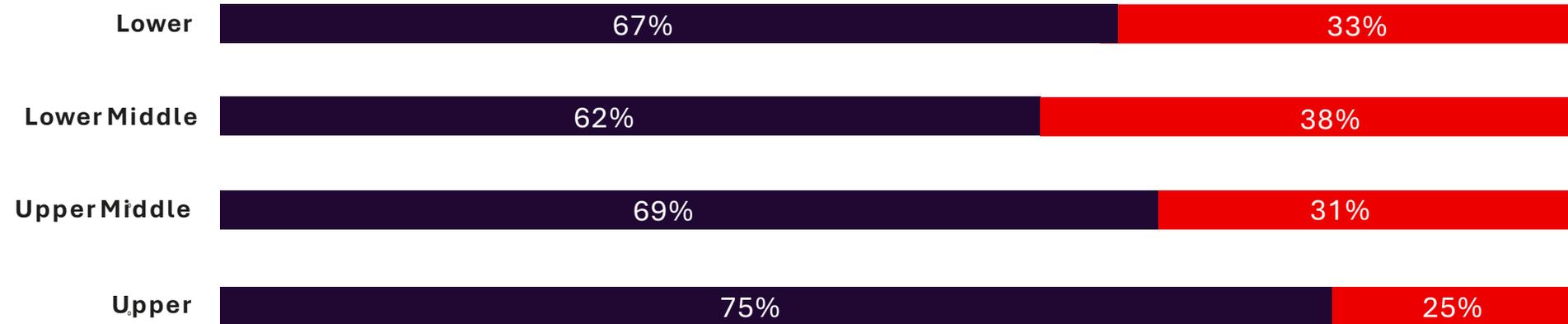
# THE NUMBERS (CONT.)



This is the proportion of men and women in each pay quartile. Each quartile has 97 employees for Gamesys Ltd, and 74 employees for Mice & Dice Ltd.

## GAMESYS LTD PAY QUARTILES

■ Men ■ Women



## MICE & 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 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.

## 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 Intralot
- Foster a gender inclusive culture.
- Network and promote Bally's Intralot 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 hybrid working model helps support all our employees.



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.
- Collaborate with HR to ensure policies are clear and accessible.
- Address practical questions before, during and after maternity, paternity or adoption leave.
- Provide practical advice and support beyond existing HR policies and guidance
- Offer direct access to a group of supportive parents

# NEXT STEPS

## OUR COMMITMENT

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

Continue to embed, review and live by our 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.