

PREVENTING MODERN SLAVERY STATEMENT 2021/22

Summary:

Click Entertainment (UK and USA) are committed to ensuring that human trafficking, forced labour and other forms of slavery play no role within our business or supply chains. To satisfy this responsibility, we have and will continue to promote and expect the application of high legal, ethical, environmental and employee-related standards within our own business and perform checks on our supply chains, making sure that all stakeholders (including employees, partners and suppliers) are working together to achieve this common goal.

Introduction

Click Entertainment is committed to eradicating modern slavery in all areas of its business and supply chain. As part of this we look at how we can run our business according to our values. We want to be confident that people who are contributing to our success are not subject to any form of human rights abuse, including that of modern slavery or human trafficking. This statement has been prepared pursuant to section 54(1) of the Modern Slavery Act 2015 (the Act) in respect of our financial year 2021/ 2022 It sets out the steps we will now take to prevent modern slavery taking place in any part of our business and our supply chains. We will update this statement following the completion of each subsequent financial year to report on the steps we implemented to tackle modern slavery.

Statement

Click Entertainment is a limited liability company incorporated in England & Wales and is a subsidiary of Dangaard Group A/S which is part of the Fleggaard Group of Companies who are controlled by Fleggaard Holding A/S. Click Entertainment USA is an Incorporated company within the USA and a wholly owned subsidiary of Dangaard Group A/S, the company is based in Miami USA.

Fleggaard Holding coordinate the group and promote cooperation and high standards, including our “best in class” values, mission and vision. Click Entertainment employs approximately 50 staff, the entire Fleggaard Group employ over 1700 employees in a range of different organisations engaged in a variety of different business activities.

Click Entertainment is a leading distributor of video games, consoles and accessories. We trade across the world with retailers, resellers and distributors. Our employees are split into 3 teams, our client facing Sales and Purchasing Team, Warehouse and Logistics who store and process our physical and digital stock and Accounts and Administration who support businesses activities. Our financial year runs from October to September.

Our Employee Handbook, contract and business policies and processes set out and ensure that we all have an ethical and behavioural framework that reflect our values. It includes a responsibility to speak up when we experience any behaviour that is not in accordance with our Code of Conduct. This includes the responsibility to highlight any evidence or cases (suspected or otherwise) of human rights abuse, including that of modern slavery.

Although our industry is deemed to be low risk, the trading nature of our business with both small and large companies in over 100 countries can make it difficult to investigate every trading partner with resources that we have. However we undertake due diligence checks on our suppliers.

In conducting these checks we expect all suppliers to meet legal, ethical and employment related standards. Suppliers are required to comply fully with all laws and regulations applicable to them and must ensure that they and their subcontractors and suppliers respect the rights of their employees and comply with all relevant legislation, regulations and directives in the country or countries in which they operate. We also ask all suppliers to confirm whether their organisation or any affiliated entity does not use any child labour, forced labour or human trafficking and that all of your employees are legally employed and where needed ask for policies or processes as evidence.

In order to do this suppliers wherever possible are asked to give details of their manufacturing, packing and other processes, this will include details of the labour involved and whether any of these activities are outsourced to other organisations. We also conduct checks with local anti-slavery, trade union and other NGOs when we have suspicion or are working in a high risk area to determine evidence of any slavery exists. Whenever possible our own staff visit our suppliers and customers and as part of that visit they will ask to see all areas of their business and therefore completing another check.

All staff that work for Click Entertainment are given training in preventing modern slavery and what the evidence of this may look like and how to raise a concern inside or outside of our whistle blowing policy.

Click Entertainment's Board of Directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

Last year, financial year 20/21 we enquired with about 126 suppliers and 717 customers on their practices this was through a combination of different methods, including phone contact and where possible in person visits verifying information wherever possible, we had no concerns.

Our Head of People, Head of Finance, Head of Sales CEUK, Commercial Manager CEUS and Head of Operations have the day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, Our Head of People is tasked with dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering an highlighting modern slavery.

Dangaard Group Board of Directors:



Jonas Pugh Østergaard;
Chief Commercial Officer



Rasmus Foged;
Chief Financial Officer