



immense

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**Culture Manifesto** *December 2024*



**We are dedicated to building a strong company culture that puts our employees, partners, and players at the heart of our success, growth, and sustainability.**

Our culture is what makes our people excited to come to work each day. It is built on forming lifelong friendships and supporting professional growth.

**Our vision is simple: to create a great place to work, grounded in our values of **passion**, **boldness**, and **integrity**.**





## ● We Are Passionate

We are passionate about what we do, putting energy and dedication into everything. Our commitment is genuine, and we stay focused on delivering results, driven by our love for slots and a desire to succeed.



## ● We Are Bold

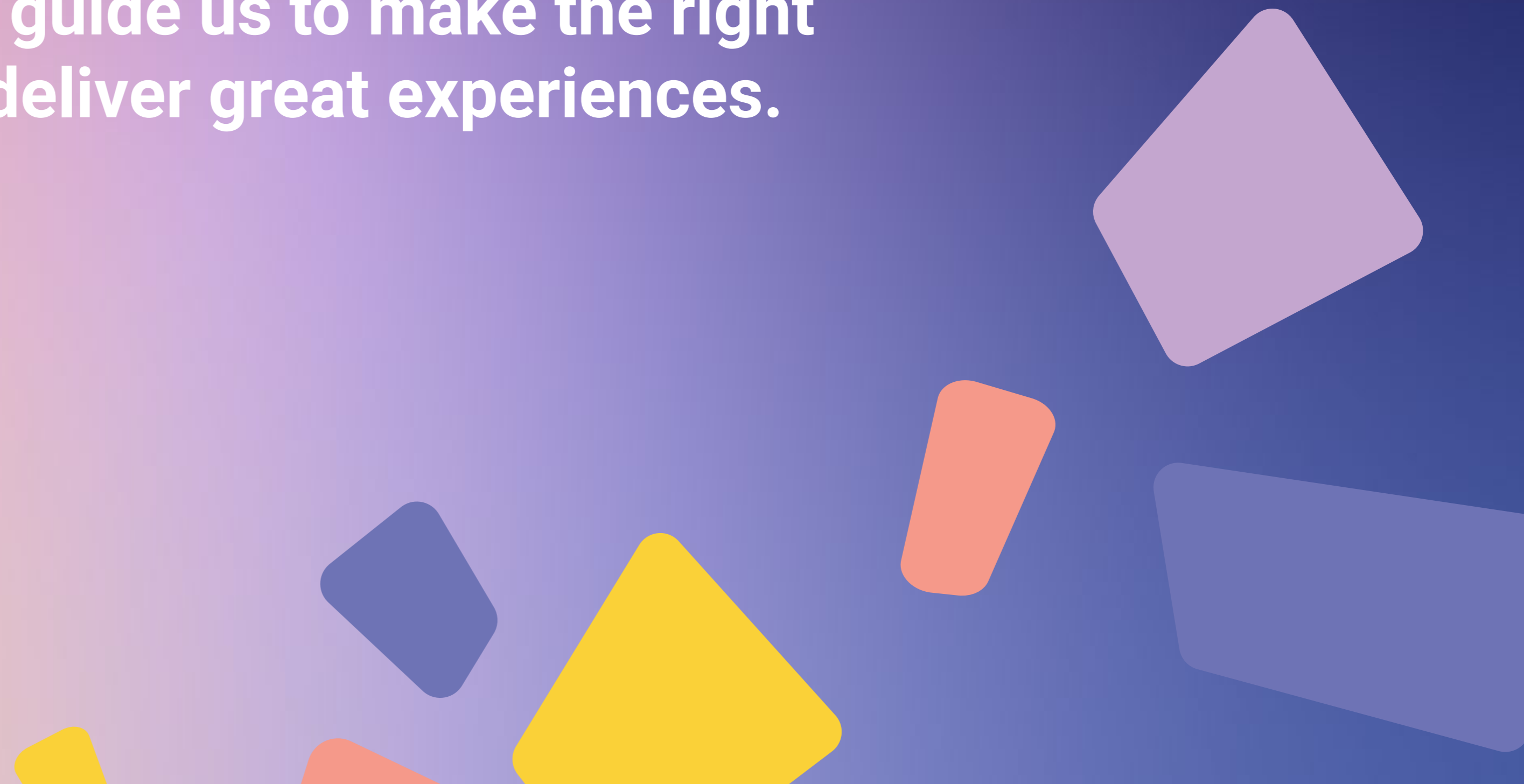
We are bold in our approach, always looking for ways to improve. We embrace curiosity, give honest feedback, and stay true to ourselves. We're not afraid to take risks, and our decisions are made with the future in mind.



## ● We Act with Integrity

We act with integrity by making choices that serve the best interests of our customers, colleagues, and partners. Trust is at the core of what we do. We communicate openly, prioritise transparency, and respect different perspectives.

**By embracing these values, our unique culture will help guide us to make the right decisions and deliver great experiences.**





## ● Our People

At Immense Group, our best asset is our people. We work with great colleagues who inspire us every day.



## ● Diversity and Inclusivity

We are committed to fostering a diverse and inclusive environment where everyone feels valued and respected. No matter your race, age, gender, sexual orientation, religion, disability, or background, we believe that different perspectives make us stronger and drive our success.



**With over 45 nationalities working at Immense Group, diversity is a core part of who we are. We want to create a place where everyone can thrive.**

We also think that life changes - whether it's becoming a parent, facing a disability, or balancing family responsibilities - should never hold you back at Immense Group. These are important aspects of life, and they should never be barriers to being hired, promoted, or succeeding in your role.

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**When we hire, we look for people who are smart, passionate, and get things done.**

We value people who:

- **Care about their work** and bring passion to what they do.
- **Take bold actions** and aren't afraid to push boundaries.
- **Act with integrity**, showing honesty and trustworthiness.



**At Immense Group, your career is more than just a job - it's a journey of growth and fulfilment. We believe in nurturing talent and creating an environment where ambition and potential can truly flourish.**



**We believe that our culture, supported by our values, guides and helps us in being even more successful as a company.**