



ESG
Gaming

Enabling Plan
January to December 2023



Executive Summary



ESG Corporate Community Interest Company (trading as ESG Gaming) is incorporated as a not-for-profit and with no share capital Community Interest Company (CIC). We are independently regulated by the Office of the Regulator of Community Interest Company. This is our Enabling Plan covering the period January – December 2023.

Following our incorporation in August 2021, we have delivered a solid-year one which had a focus on understanding our market; laying down our organisational foundations; securing our initial funding; scoping our products and taking the time to listen to stakeholders. This Enabling Plan covers the activities we will deliver in year-two.

Employing no more than six employees, we want to epitomise value for money and deliver measurable impact in our sector. In establishing ESG Gaming it has been important to us to focus on innovation and streams of work which are not already captured in the Gambling Commission's Action Map to reduce gambling related harms; additionally we wanted to take time to listen to stakeholders from the video gaming sector to understand where we could add value. We do see a lot of duplication in our sector and are aware of how the gambling sector is diversifying its products to include the video gaming and esports sectors. Therefore we have spent a considerable amount of time to really understand how we might contribute innovation in a collaborative manner, spanning gambling, video gaming and esports.

Our directors have agreed we will not take on any social or debt finance to establish ESG Gaming and we are embracing the challenge of establishing our organisation from a standing start. We feel there is nothing more rewarding than creating something from nothing and doing it in a manner which is not-for profit.

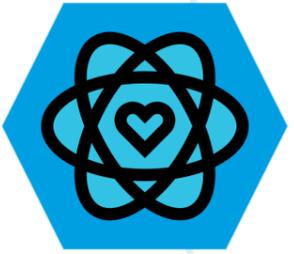
This, our second Enabling Plan since the incorporation of ESG Gaming, aims to set out our updated mission, vision and values; our methodology, the principle products we will deliver; an action plan to show out how we will deliver and measure the impact of these products; our independent evaluation framework; our governance arrangements; organisational risk assessment and our budget with a cost benefit analysis.

We hope you are inspired by our plan and there is appetite to join and help us achieve our vision.



We live our Values

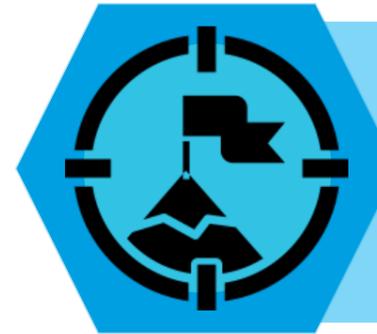
-  We are creative, confident and kind
-  We believe in the power of partnerships and collaboration
-  As a team we focus on delivering outcomes that exceed expectations
-  We challenge conventional thinking and embrace different



ESG Gaming will develop, deliver, evaluate, and share learnings from products that we have carefully researched and mapped into our organisational Theory of Change. Maintaining absolute focus, commissioning the independent academic evidence-base where it doesn't exist, working positively and collaboratively with partners and having the ability to independently measure our impact will guide our work in year-two

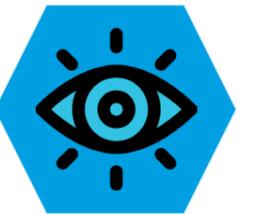
We deliver our Mission

ESG Gaming is a passionate advocate of emerging technology and is committed to working alongside the digital entertainment sectors to ensure the experience is open, inclusive and positive for all consumers and stakeholders



We aspire to achieve our Vision

To ensure that consumers worldwide possess the skills, knowledge, resilience, and tools to engage with digital entertainment in a safe, responsible, positive, and inclusive manner.



Championing Lived Experience through different lenses

ESG Gaming will champion lived-experience in the delivery of its mission. We believe in taking a board approach to lived-experience by working with those who have experienced harms and those who enjoy gaming, esports and gambling with no harms. Insight from such varied lived-experience will contribute to our understanding, research, product development and evaluation.



Donating our surplus to enable others to act

With approval from our board and the Office of the Regulator of Community Interest Companies, we anticipate donating up to 25% of our surplus annually to charities in this space. The remainder of our surplus will be reinvested back in to our products, helping us to broaden our reach and further evaluate our impact.



Our approach to developing the EVIDENCE BASE

ESG Gaming will work collaboratively with Bournemouth University to extend the current emerging literature around gambling, gaming and esports. We will together deliver these two reach projects in 2023:

ESG Gaming has commissioned the two following research projects, which will be published at a Parliamentary Reception in 2023



Project One Influencer-led gambling in gaming on streaming channels. Report Published Q4 2023

The aim of this research is to explore the behavioural (e.g. gambling activity) and environmental/ technological (e.g. group and platform factors) characteristics of influencer-led gambling in gaming on streaming channels through both academic & lived-experience research. This research would be extending the current emerging literature on the role of gambling type behaviours in gaming and streaming.

A mixed method approach of qualitative and quantitative methods would be applied to understand the following characteristics of influencer-led gambling in gaming on streaming channels: i) Behavioural (e.g. gambling activity); ii) Environmental (e.g. social/group factors); and iii) Technological (e.g. platform factors). To explore these characteristics three research themes are proposed:



Explore how these characteristics are currently manifested in the content and across the different streaming platforms. The qualitative content analysis of current influencers who include gambling in streaming channels would be analysed with the three characteristics listed above.



The quantitative approach would explore consumers experiences through online questionnaires. The questions would include gaming, gambling, and streaming behaviour.



A number of focus groups will explore students and consumer perceptions of influence led gambling and gaming streaming. These focus groups would be used to explore their experiences related to the content analysis with characteristics listed above. The questions in the focus groups also include how the consumers feel about gambling content and any recommendations for supporting them in terms of harm reduction, awareness and signposting.

Project Two The transition of gaming and gambling to Web3 Report Published: Q3 2023



The aim of this research is to understand: The differences between Web2 and Web3 gambling, including some of the specific risks and challenges for Web3 as well as opportunities for customers, in the context of gaming and gambling



An analysis of the specific Web3 gambling features, platforms, activities and experiences which relate to risks, challenges, and opportunities for customers, in the context of gaming and gambling.



Considerations of the different types of customers, the customer awareness, and how this might influence the challenges, risks and opportunities, in the context of gaming and gambling



A contrast between the context of gaming and gambling with other Web3 activities and platforms (i.e. does gambling pose specific, similar or different risks and opportunities).

The Research report will make suggestions about future developments including risks, challenges, and opportunities, in the context of gaming and gambling. Such as looking back and looking forward to technological development, platform participation and customer & platform behaviour.

A synthesis would be created, with potential recommendations around safeguarding customers based on customer behaviours and trends. Finally we would undertake a literature review and content analysis to collate information about:



Web2 and Web3 gambling – future trends



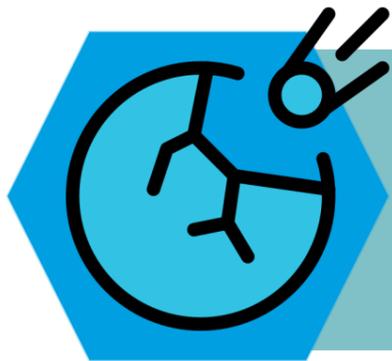
The specific challenges risks and opportunities for customers, operators and regulators.



Context and examples of gaming and gambling on emerging platforms.



Other activities in Web3 to compare to gaming and gambling.



Our approach to IMPACTFUL PRODUCTS

ESG Gaming will work collaboratively to develop, deliver, evaluate and share learnings from our emerging products. This will enable us to maintain absolute focus in our start-up phase, understand and learn from our impact.

Product One Esports Team Excellence: an accredited quality standard for esports teams

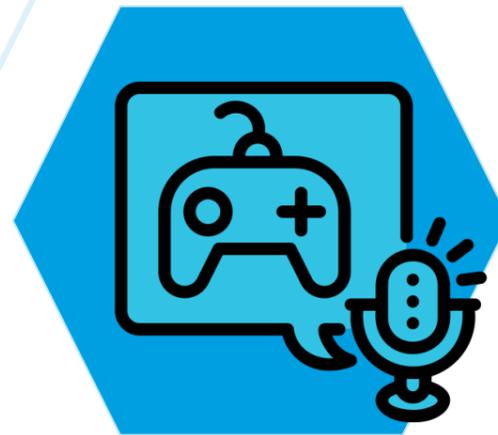
We want to recognise, celebrate and showcase the esports teams that are championing and epitomising outstanding leadership in player welfare, equality & diversity, and safeguarding. Our vision is to create an externally accredited quality standard for esports team leadership. We will do this by working collaboratively with Esports Insider, Bournemouth University, City & Guilds and six initial pilot esports teams to develop, deliver and evaluate a meaningful quality standard.

The proposed quality standard will be collaboratively co-created by the esports pilot teams and partners. Similar to quality standards in other sectors, it is proposed Team Excellence will list relevant criteria that esports teams should be able to demonstrate they meet. For example, taking player welfare; assessment criteria will list minimum standards (such as player integrity; mental stress; resilience; diet & nutrition and personal fitness). It is then proposed that Esports teams evidence how they meet this criteria, which is reviewed and supplemented with supportive and motivational player interviews to test the evidence. The quality standard will be created in a way whereby teams either (i) achieve with distinction; (ii) achieve in full; or (iii) part-achieve. Teams achieving a part-achievement will be offered support so they can schedule a further assessment. It is not our intention to negatively judge teams, but to celebrate and disseminate best practise across the sector.

Esports teams involved in the pilot will receive a donation of £5,000 for their participation to help to develop and pilot these standards over a five month period. As soon as the pilots are completed and a formal evaluation has been concluded of the proposed standard itself; the full evaluation findings will be disseminated for input. It is our intention to seek to corporate sponsors to support this quality standard, so the product itself can be offered at no cost to esports teams in the United Kingdom.

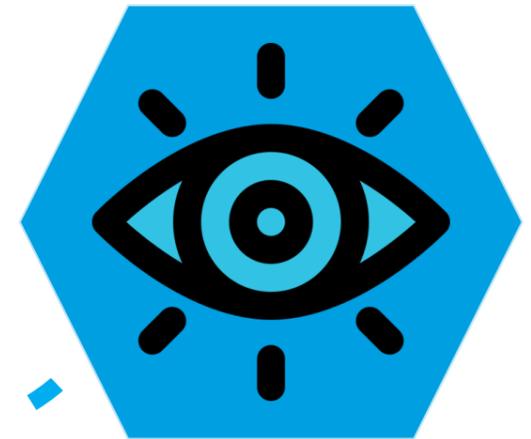


Validation & Context



We want to help the esports industry to prosper and to continue to develop, and in turn support, recognise and share learnings from the good teams in the space in regards to safeguarding, player & employee welfare, and EDI initiatives.

This initial focus will be on esports teams as we work with our partners to develop a standard accreditation which will include a set of criteria which teams must evidence they meet in order to receive the accreditation.



We want to work collaboratively to celebrate and recognise teams that are succeeding in these areas. It is absolutely not our intention to judge, criticise or cast a shadow on any that do not meet the criteria. In consultation with teams, we intend to showcase those whom meet the standard, as appose to those 'working towards' the standard. We also want to ensure parity and remove any financial barriers to participation by offering the opportunity to achieve the accreditation standard at no cost.



Product Two: Careers1Up: a training and careers hub for the esports and gaming space

Esports suffers from some unique accessibility related challenges. For example the base level of equipment needed to participate in esports is generally much higher than many physical sports. There's also limited opportunities for a keen gamer to go from enthusiast to pro, or indeed pursue a career more widely in gaming.

By working with Esports Insider, Esports Teams, Publishers, Community organisations, the Department of Work and Pensions and Job Centre Plus we want to make these opportunities available by unleashing the hidden and often unseen talent of young people living in some of our most deprived communities across England.



Validation & Context



Employers within the esports / gaming space, like many sectors are not utilising fully the apprenticeship Levy. In the two years to 2022, over £2bn went unclaimed in the UK as many employers did not know how to deliver such a programme.

Apprenticeship 'drop out rates' can be quite high; as much as 56% in some sectors. Therefore a pre-apprenticeship course and work-taster will enable the prospective apprentice and employer to test the chemistry before making a firm apprenticeship offer of employment to the apprentice.



Apprenticeships provide an achievable and alternative to university for many young people. We believe pursuing a career in gaming/esports should be within reach of everybody and we believe it should be free and accessible.

Therefore we plan to provide a high-impact, in-depth, initial pre-apprenticeship training course. This initial training will last up to six weeks and provide a purposeful introduction to the gaming and esports sectors and the careers available; job readiness training; a City & Guilds recognised safer gaming award; personal resilience training, CV building & job interview coaching and a work taster / placement. At the end of the course, we would broker a guaranteed job interview to commence an apprenticeship with a gaming or esports company. We would specifically focus on the 18 – 24yrs cohort from under-represented groups of the most deprived 10% of neighbours in England who wish to enter the sector via a full-time apprenticeship. Candidates would be remunerated at the level of the Living Wage during their period of training, allowing them the option to purchase a powerful PC. All training will be fully funded and delivered at the right number of hours to ensure their benefits are not compromised.



Additionally ESG Gaming will work to achieve Ofqual recognition to become an External Quality Assurance (EQA) provider of apprenticeship End-Point Assessments (EPAs). The surplus from EQA work would fund the pre-apprenticeship courses and Living Wage for delegates.



Finally ESG Gaming will work with the sector to determine future CPD needs and collaboratively develop City & Guilds Assured courses or recognised qualifications.

Product Three: Safer Gambling & Esports: an emerging Web 3 platform for players, fans, parents

Our vision is to create a dedicated Safer Gambling in Gaming & Esports Web3 based platform for gaming fans and players aged 18yrs – 30yrs; as well as the parents of younger fans/players.

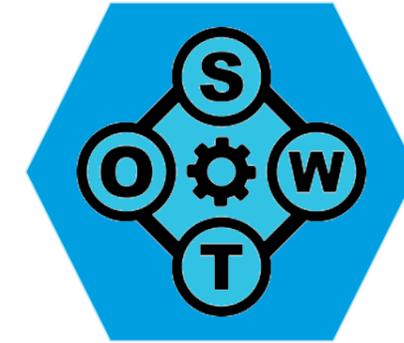
To achieve our vision, we will first create a Web2 platform, to enable us to pilot and externally evaluate the relevance of our educational content and its impact on the thinking, attitudes and behaviours of gaming & esports players, fans and their parents. Using this knowledge, evaluation and insight we will then start to develop an immersive Web3 platform in 2024.

Our Web2 platform will be web-based and feature a wealth of information through the lens of a holistic & wider public health approach to Safer Gambling in Gaming & Esports. Therefore, our Web2 platform will contain information on mental & physical health; diet & nutrition; financial capability and in game microtransactions; Non-Fungible Tokens and emerging tech; mindfulness; safer gambling, and links to the NTS. This information will be created in different formats (i.e. podcasts, real-life & animated videos, quizzes, information sheets etc) to ensure it is relevant and engaging to our audience. The platform will also feature bi-weekly live-webinars on different topics and opportunities for members to interact in a safe & supportive environment. We will work with esports and gaming tournament organisers to ensure our platform is the Safer Gambling partner for esports events.



Our SWOT

A SWOT (Strength, Weakness, Opportunity, Threats) spreadsheet is usually a confidential internal document for organisations. However at ESG Gaming, one of our values is we embrace different and therefore are sharing our SWOT as below, which is reviewed bi-annually by our board and academic partners.



- Lived experience from difference lenses.
- Not-for-profit and no share-capital organisation.
- Innovative collaborations emerging with major partners to achieve relevance and scale.
- Independent Evaluation, Accreditation and regulatory oversight (inc Ofsted).
- Financial stability.
- Calibre and relevance of board.



- Reliance on founding team.
- Initial small team and lack of diversity among members
- Lack of funding diversity.
- Maintaining focus vs opportunities available.
- Some pro-bono support (such as legal) does take more time as not a fee paying customer.



- Contribute to the research evidence.
- New markets and future trends around technology.
- Opportunities to scale.
- Development of an impact and outcomes framework
- Knowledge and insights.
- Political support.
- Founder's undertaking a MBA and PhD respectively.
- Emerging products which are not matured in market.
- Respected, known, knowledgeable and trusted founding team.



- Not knowing outcome of White Paper.
- Risk of perception of non-independence.
- Lack of national strategy to reduce gambling harms.
- Limited multi-year funding agreements in place.

Our PESTLE

A PESTLE (Political, Environmental, Social, Technological, Legal, and Economic) spreadsheet is usually a confidential internal document for organisations. However at ESG Gaming, one of our values is we embrace different and therefore are sharing our PESTLE as below, which is reviewed bi-annually by our board and academic partners.

Political & Environmental ..

- Upcoming review of Gambling Act, which could present an opportunity or risk around the RET income model for organisations, such as ESG Gaming in this space.
- DCMS & Gambling Commission changes, framed in the Gambling Act review. Risks or opportunities unknown currently.
- Gaming and esports is an unregulated sector which drives a pattern of behaviour by business which is both positive and negative to the consumer.
- Understanding each stakeholder; their contribution, duplication, relevance and Public Record scrutiny.
- Ofsted scrutiny for apprenticeship stream of work, opportunity and risk.
- Creating purposeful research opportunities to contribute to literacy.

Legal..

- As sector is emerging, IP protections needed for products to safeguard against future market needs.
- De-regulation following Brexit is an opportunity to streamline processes such as GDPR / privacy.
- Committed funding could be at risk, due to outcome of Gambling Act review.
- Statutory reporting as ESG Gaming potentially grows.
- Annual donation of up to 25% of surplus from ESG Gaming to others, administration and governance.

Social & Technological..

- Upcoming review of Gambling Act, which could present an opportunity or risk around the RET income model for organisations, such as ESG Gaming in this space.
- DCMS & Gambling Commission changes, framed in the Gambling Act review. Risks or opportunities unknown currently.
- Gaming and esports is an unregulated sector which drives a pattern of behaviour by business which is both positive and negative to the consumer.
- Understanding each stakeholder; their contribution, duplication, relevance and Public Record scrutiny.
- Ofsted scrutiny for apprenticeship stream of work, opportunity and risk.
- Creating purposeful research opportunities to contribute to literacy.

Economic ..

- The convergence of gambling in to gaming and esports. This has perceived reputational risks for player sustainability, sustainability and credibility with customers.
- Gaming & esports is a young and growing market place. Priority is to generate income now, player sustainability will be secondary.
- Apprenticeship Levy may be a risk given spending cuts, or available surplus reduced which affects investment.
- Employee salary competitiveness in emerging markets

PESTLE

Collaboration

Collaboration will be critically important to realise the products that ESG Gaming are seeking to launch. These collaborations will span academic institutions; other not-for-profit organisations; Governmental Departments; igaming businesses and regulators. ESG Gaming will not work in isolation and as each product starts its development phase, appropriate partners will be sought. ESG Gaming will announce partners for each product as they launch.



Governance

ESG Gaming will be led by a non-executive board, made up of directors who are independent of the igaming sector. Our initial board will have up to six members, of which 50% will have direct Lived-Experience of gambling-harms. Remaining members will have relevant ESG, Corporate or Ofsted experience. The board will be predominantly externally focused and lead on strategy whilst providing support and scrutiny to the executive team who will execute the strategy.

In addition an independent treasurer will also be appointed and they will chair a Finance, Audit and Risk (FARC) sub-committee of the board who will have designated responsibility. The FARC will be predominantly internally focused and lead on risk, business process, audit and governance.

An open and transparent recruitment process for these initial voluntary roles will begin in early 2022. It is proposed as funding is secured, a small honorarium will be paid to non-executive directors to recognise the expertise, support and insight they will provide. Such payments are allowed by the CIC Regulator.

ESG Gaming intend to go above and beyond of what is expected by the CIC Regulator when it comes to financial and impact reporting. For example, when the year-end accounts for ESG Gaming are published, they will contain information similar to a charity SORP. This will be done to demonstrate full transparency of all income and expenditure. This however will only be the start. ESG Gaming will pivot towards digital fundraising and having a digital ledger on the Blockchain in 2023. This will bring about a revolutionary, secure and transparent way to show income for ESG Gaming and where every penny donated is being spent. Imagine if the taxes we pay could be tracked publicly and transparently, so we can see exactly what each penny we pay in tax is being spent on. We'd know, for example, if we are contributing directly to a nurses or teacher's salary; if we are contributing to the building of a new hospital or if we are contributing to the UK's Armed Forces. We'd be able to track our tax payments transparently; that is our vision for ESG Gaming. This technology would also enable ESG Gaming to join the large growing list of other not-for-profit organisations who are now accepting Bitcoin, Ethereum, NFTs and other Cryptocurrency donations. Finally to build upon our transparency, ESG Gaming will produce a comprehensive Annual Review in addition to the CIC 34 form to summarise work undertaken and its impact.

National Strategy to Reduce Gambling-Harms

ESG Gaming's work will be guided by and specifically support the national strategy to reduce gambling-harms through (i) Research into the prevention and treatment of gambling-related harms and (ii) Harm prevention approaches. We will ensure all our activities are added to the Road Map for the national strategy to ensure transparency and evidence a joined-up approach to achieve the national strategy.

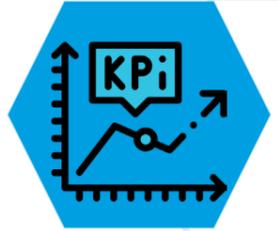
ESG Gaming is a non-for-profit, listed organisation which can receive LCCP RET donations. The donations we receive are reported to and published by the Gambling Commission quarterly on their website and we will also report these on the ESG Gaming website.

Finally ESG Gaming will uphold the principles of the national strategy by taking an evidence-based approach in all its work; evaluating and reporting our social impact and insight and we will organise ourselves in a transparent manner. ESG Gaming will not be a campaigning organisation; our focus is on delivering research and evaluated products to reduce gambling-harms in the United Kingdom to further build insight.



Enabling Actions / KPIs

Building upon our first-year foundations, we intend to deliver the following between January – December 2023:



- Launch esports community Web2 platform, reaching 25,000 people
- Pilot igaming careers training course, reaching 250 apprentices with a guaranteed job interview
- Develop, pilot and evaluation Team Excellence with six esports team and strategic stakeholders
- Raise £250k in donations
- Raise £35k in pro-bono support
- Publish our first two academic research papers and Theory of Change at a Parliamentary Reception
- Achieve Investors in People and ISO:9001 accreditation
- Commence Awarding Body Assured status & develop a qualification for apprentices in safer gaming
- Commence External Quality Assurance (EQA) status
- Recruit Gaming Advisory Group members
- Further refine our Mission, vision and values
- Donate 25% of our surplus to charities working in the harm-minimisation space

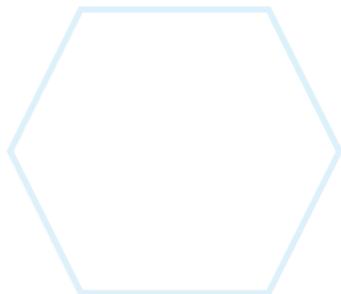
KPI: Foundations & Strategic	Strategic: actions required	Owner	Review	RAG Rating as at Q4: 31/12/2022	2023: Q1	2023: Q2	2023: Q3	2023: Q4
Become recognised as a CIC	Make application to CIC regulator	Lee Willows	Annually	COMPLETED				
Banking / HMRC	Secure HMRC UTR / PAYE / VAT etc	Lee Willows	Annually	COMPLETED				
	Open Community Bank Account with NatWest Bank	Lee Willows	Annually	COMPLETED				
	Open savings account when cash at bank reaches £85k	Lee Willows	Annually					
Become listed to receive LCCP RET donations	Make application to UKGC to join RET List	Lee Willows	Annually	COMPLETED				
Founding NED Board in place	Founding Board in place	Lee Willows	Annually	COMPLETED				
Governance / QA processes in place	Commence and secure ISO 9001 Accreditation	Pedro Romero	Annually					
	Commence and secure Investors in People Accreditation	Pedro Romero	Annually					
	Commence City & Guilds Assured	Pedro Romero	Annually					
	Recruit OfSted / additional NED's as needed	Lee Willows	Annually					
	Create LMS / QMS creation	Pedro Romero	Annually					
Marketing & branding	Create initial website / marketing plan / merchandise / branding	Chris Jones	Monthly					
Trade Press	Monthly trade Press pieces	Chris Jones	Monthly					
Enabling Plan	Complete and consultate on enabling plan, values, vision and actions	Lee Willows	Annually	COMPLETED				
Secure start-up / foundation funding	Secure initial funding to establish ESG Gaming c£95k	Lee Willows	Monthly	COMPLETED				
	Secure year two income c£250k	Lee Willows	Monthly					
Trade events	Secure presence at trade show events, ideally EAG / ICE / WEGS / non-gambling 2023	Chris Jones / Sam Cooke	Monthly					
Delivery & academic partners	Secure initial academic partners	Lee Willows	Annually	COMPLETED				
	Secure initial delivery partners	Lee Willows	Monthly					
Parlimentary Reception	Launch Research & web2 platform at Parlimentary Reception	Chris Jones	Monthly					

Core Budget Income / Expenditure

The initial budget summary for ESG Gaming:

	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	TOTAL
Fundraising / Income													
LCCP RET pledged / guaranteed	£0	£0	£0	£50,000	£75,000	£40,000	£0	£0	£0	£0		£40,000	£205,000
GambleAware / Reg Settlement potential	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£60,000	£60,000
LCCP RET potential	£0	£0	£0	£0	£0	£0	£10,000	£10,000	£20,000	£20,000	£20,000	£20,000	£100,000
TOTAL INCOME	£0	£0	£0	£50,000	£75,000	£40,000	£10,000	£10,000	£20,000	£20,000	£20,000	£120,000	£365,000
Forecast Expenditure	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	TOTAL
Employees / PAYE / Pension	£0	£0	£0	£0	£11,500	£11,500	£15,813	£15,813	£15,813	£15,813	£15,813	£15,813	£117,878
Employee laptop / mobile / home office	£590	£590	£590	£590	£590	£590	£590	£590	£590	£590	£590	£590	£7,080
Employee Travel / Hotel / subsistence	£300	£300	£300	£300	£300	£300	£300	£300	£300	£300	£300	£300	£3,600
Postage	£21	£21	£21	£21	£21	£21	£21	£21	£21	£21	£21	£21	£252
Subscriptions	£50	£50	£50	£50	£50	£50	£50	£50	£50	£50	£50	£50	£600
IT / Stationery	£120	£120	£120	£120	£120	£120	£120	£120	£120	£120	£120	£120	£1,440
Bookkeeping / Audit / Annual Review	£50	£50	£50	£50	£50	£50	£50	£50	£50	£50	£50	£2,000	£2,550
Insurance and legal	£1,500	£0	£0	£0	£0	£0	£0	£0	£0	£0	£0	£1,500	£3,000
NED / Advisory Boards	£0	£0	£0	£1,500	£1,500	£1,500	£1,500	£1,500	£1,500	£1,500	£1,500	£1,500	£13,500
Websites	£0	£0	£0	£2,000	£0	£0	£0	£0	£0	£0	£0	£0	£2,000
Marketing	£0	£0	£0	£500	£500	£500	£500	£500	£500	£500	£500	£500	£4,500
Educational Content	£0	£0	£0	£15,000	£0	£0	£0	£0	£25,000	£0	£0	£0	£40,000
Accreditation and credentials	£0	£0		£0	£2,500	£2,500	£5,000	£0	£0	£0	£0	£0	£10,000
Registered Office	£0	£0	£0	£0	£0	£300	£0	£0	£0	£0	£0	£0	£300
Evaluation Costs	£0	£0	£0	£0	£3,000	£0	£35,000	£0	£0	£0	£0	£0	£38,000
Misc. / contingency	£300	£300	£300	£300	£300	£300	£300	£300	£300	£300	£300	£300	£3,600
TOTAL EXPENDITURE	£2,931	£1,431	£1,431	£20,431	£20,431	£17,731	£59,244	£19,244	£44,244	£19,244	£19,244	£22,694	£248,300







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ESG Gaming is a trading name of ESG Corporate Community Interest Company
Registered Trade Mark: UK00003764602

Regulated by the Office of the Regulator of Community Interest Companies

Company Registration number: 13566221 | VAT registration number: 391 4171 96
Corporation Tax reference number: 75315 26940 | Apprenticeship Gateway, account ID: JNK6NK
UK Register of Learning Providers: UK Provider Reference Number (UKPRN): 10091637