Pride 365 Assessment Report for ESG Corporate Community Interest Company (trading as ESG Gaming)

Assessment:

Global overall score: **106/235 (45%)**

Governance overall score: **19/74 (26%)**

Staff overall score: **57/61 (93%)**

Community AND Society overall score: **30/50 (60%)**

Governance

A company's mission statement, its ethics, and how inclusion is built into the DNA of the business. Particular focus is placed on how employees and board members are involved in achieving these goals.

Governance overall score: **19/74 (26%)**

Recommendations and assessment comments:

> We would recommend working on 1. Does your organisation's formal, written mission statement include any of the following? Even if it is supplementary or supporting work that better defines exactly what you plan to do, what does success look like specifically, for example. A commitment to a specific beneficiary group e.g. LGBTQ community, low income customers etc. A commitment to specific societal or inclusion impacts e.g. getting company wide inclusion satisfaction levels above 80% from impact surveys. These are just examples however and success can and should be defined by you, the key is to have an element of clarity.

1. Does your organisation's formal, written mission statement include any of the following?

- ☑ A general commitment to societal improvement and/or inclusion.

- ☐ A commitment to a specific beneficiary group e.g. LGBTQ community, low income customers etc.

- ☐ A commitment to specific societal or inclusion impacts e.g. getting company wide inclusion satisfaction levels above 80% from impact surveys.

- ☐ None of the above

- ☐ Not applicable

Please write your company mission statement here

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. 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

Comments:

This is good but consider expanding on certain points such as what does inclusive means to you/ By defining terms you are able to give the community and yourselves greater clarity in what this mission looks like.

2. How does your organisation incorporate societal improvement and inclusion into decision making?

☑ Employee training that includes inclusion, or company improvement culture material.

☑ Job roles include societal improvement and company culture inclusion performance.

☑ Performance metrics include societal improvement and inclusion progress. The Board of Directors or equivalent review societal improvement and inclusion.

☐ Job descriptions and compensation for senior managers include, and are influenced by, societal improvement and inclusion.

3. Has your organisation done any of the following to engage and create cohesion between staff?

☑ Has an unofficial meeting and/or social club for inclusion purposes but is not the primary purpose, e.g. Sports and LGBTQ social club.

☑ Has an unofficial meeting and/or social club that is primarily for inclusion purposes e.g. LGBTQ and Ally social club.

☐ Created an Employee Resource Group.

☐ Created an Ally and/or LGBTQ Network.

☐ In the process of setting up an ERG or Network group.

☐ None of the above.

4. How does your company identify, measure and manage societal improvement and inclusion across its operations?

☑ We have identified and measured performance metrics based upon executive decisions.

☐ We asked for management to determine metrics and to measure performance.

☐ We ran a company-wide assessment to determine metrics and then to measure performance.

☐ We tapped into our ERG, or network, to find key stakeholders to determine metrics and measure performance.

☐ We tapped into our ERG, or network, to find key stakeholders to determine metrics and measure performance. This was then cross-referenced against a control group who came from outside the ERG or network.

☑ We measure our progress against our KPI's over time.

☐ None of the above.

5. Is there a supplier's manifest or code of conduct that holds your suppliers accountable for societal improvement or inclusion performance?

☐ Yes

☑ No

6. What percentage of your suppliers on a numerical basis are accountable to this code of conduct?

☑ 0%

☐ 1-25%

☐ 26-50%

☐ 51-75%

☐ 76-99%

☐ 100%

7. What is the organisation's highest level of social improvement or inclusion oversight in relation to Network groups or ERG's?

☐ We have Network members and/or network leads at the staff level.

☐ We have Network members and/or network leads at middle management level.

☐ We have Network members and/or network leads at senior management level.

☑ We have Network members and/or network leads at board level.

☐ We have less than 100 full time employees.

☐ We don't have Network representation or oversight.

Staff

An organisations method of rewarding and recognising value amongst its staff. It's policies, benefits and how inclusion is built into the hierarchy of the organisation. Particular focus is placed on how employees at any level can be utilised and made to be included.

Staff overall score: **57/61 (93%)**

Recommendations and assessment comments:

> Excellent Section. The greatest area to work on is - How does your company engage and empower its workers? For example Success is clearly defined but with room for innovation beyond that. By thinking ahead you remove the risk of staff coming up with ideas beyond the scope of their role and having to ad hoc create rewards for such work. This can lead to feelings of resentment and unnecessary pressure on yourself to get it right. Whereas if there is some even loose metrics in place for these types of rewards, this makes the process much easier for all involved.

1. How would you say your organisation makes value judgments on staff decisions e.g. hiring, firing, promotions, benefits?

☐ The organisation is not a meritocracy. Benefits, promotions, and bonuses are standardised across all employees, e.g. promotion after a certain amount of time.

☐ The organisation is a meritocracy, but decisions are up to senior management with little to no decision-making transparency or accountability.

☐ The organisation is a meritocracy and there are some procedures in place to ensure decision making transparency and accountability e.g. decision making discussions directly with line managers.

☑ The organization is a transparent meritocracy. Decisions are transparent and based upon clearly defined metrics that are held accountable by senior management.

☐ None of the above.

2. How does your company reward workers on an individual level?

☐ Executive decisions made for the entire line of staff

☐ Staff must negotiate all benefits and promotions confidentially with line managers.

☐ Directly decided by line managers, or equivalent, based upon personal review.

☐ There are clearly defined metrics of what success looks like. Goals are transparent but, sometimes, there is little official accountability.

☑ There are clearly defined metrics of what success looks like. Goals are transparent and success is rewarded with transparency and accountability.

☐ None of the above.

3. Do all employees have equal access to employment benefits like paternity/maternity/adoption leave and pension schemes?

☑ Yes

☐ No

4. How does your company engage and empower its workers?

☑ We have resources such as employee handbooks and those provided by a Network or ERG.

☐ We have technology in place that supports our employees.

☑ Employees have full ownership and authority over given tasks.

☐ Success is clearly defined but with room for innovation beyond that.

☑ We have formal procedures in place that independently review the value that employees provide.

☐ We have none of the above

5. How does your organisation promote and facilitate the free sharing of new ideas?

☑ Staff are able to share ideas with managers, who may then take them up the chain of command if needed.

☑ We have collaborative meetings that always include someone from senior leadership who can log, record, and discuss new ideas.

☑ Employees are given room and time when needed to innovate.

☑ Innovation is a metric we have actively defined, measure for, and reward.

☐ We have none of the above

Community AND Society

An organisations involvement and contribution in the wider society and community. It's mechanisms to bring in new talent and how inclusion is built into the method of sourcing this talent. Particular focus is placed on how staff and the organisation can contribute to society and the wider community.

Community AND Society overall score: **30/50 (60%)**

Recommendations and assessment comments:

Strong section, the more prominent area to look at is having your organisation model incorporate promoting and rewarding community engagement as well as the hiring process especially looking at incorporating the following - We conduct blind or anonymous reviews of applications. We include registration to pro-marginalised communities on jobs boards to demonstrate our desire to be inclusive. We undertake analysis to ensure that our language and postings are as inclusive as possible. If we mention diversity, we clearly define exactly what it means and how it is valued.

1. Does your organisation model promote and reward community engagement?

☐ Yes

☑ No

2. Do your staff have the ability to take time off to be involved with community activities such as:

☑ Pride Marches, Parades and associate events

☑ Community charity work (soup kitchens, homeless shelters)

☑ Direct charity work, e.g. running in a marathon to raise money for Cancer research?

☐ None of the above

3. How does your organisation encourage and facilitate the hiring of new and 'out of the box' thinkers?

☐ Our organisation uses hiring managers to find new talent.

☐ Our organisation uses third parties and then managers to find new talent.

☑ We have 'out the box' thinking, or the equivalent, as a transparent and defined metric when looking for new talent.

☑ Hiring decisions are transparent, and hiring managers are accountable to senior management for why they made such decisions.

☑ At the end of the year, the data is collated by someone to see how many innovative thinkers were brought into the business, with hiring managers made accountable.

☐ None of the above

4. How does your organisation make the hiring process as inclusive as possible?

☑ We include a statement in all of our job postings that demonstrates a commitment to inclusion and fairness of opportunity.

☐ We conduct blind or anonymous reviews of applications.

☐ We include registration to pro-marginalised communities on jobs boards to demonstrate our desire to be inclusive.

☐ We undertake analysis to ensure that our language and postings are as inclusive as possible.

☐ If we mention diversity, we clearly define exactly what it means and how it is valued.

5. How does your organisation make and encourage an inclusive work environment?

☑ We have voluntary resource, or affinity, groups.

☑ We offer apprenticeship schemes for all ambitious employees to work alongside senior managers.

☑ We offer internships for the "disadvantaged" and define exactly what that means.

☑ We offer training on inclusion

☑ We have social events and/or meetings in place, giving all staff the opportunity to come together and share ideas or life experiences.

☐ None of the above

General recommendations and final comments

For the pledge you have written a completion date of We pledge that these commitments will be carried out by 31/07/2023 Which is only 3 months from now. Pledge items should be a minimum of one year and a maximum of three as Certification itself lasts for three years before you need to reassess and re-certify the pledge must last that long as well. However if you wish to update the pledge every year then that is also possible as you just have to let us know. But the minimum is one year not the three months. Please email us back and if you wish we can have that date pushed back for one to three years from the date of when you are Certified. Congratulations on passing.