

**ESG Gaming: Policy Version Control.**

Policies last reviewed and adopted by the board at the meeting on 17 January 2023. Policies reviewed January 2024. Next review April 2025 unless there are regulatory changes

Policy	Latest review	Next review due	Person responsible for review	Policy Published on website
Acting in Absence Policy	January 2024	April 2025	Chair or Chief Executive	YES
Annual Leave Policy	January 2024	April 2025	Chair or Chief Executive	YES
Bullying and Harassment Policy	January 2024	April 2025	Chair or Chief Executive	YES
Code of Behaviour	January 2024	April 2025	Board	YES
Conflict of Interest	January 2024	April 2025	Chair or Chief Executive	YES
Data Protection Policy	January 2024	April 2025	Chair or Chief Executive	YES
Disciplinary Policy	January 2024	April 2025	Board	YES
Equality, Equity, Diversity and Inclusion Policy	January 2024	April 2025	Chair or Chief Executive	YES
Environmental Policy	January 2024	April 2025	Chair or Chief Executive	YES
*Expenses Policy	January 2024	April 2025	Board	YES
*Financial management and Accounting Policy	January 2024	April 2025	Board	YES
Grievance Procedure	January 2024	April 2025	Board	YES
Health & Safety Policy	January 2024	April 2025	Board	YES

Leadership Policy and Standards	January 2024	April 2025	Chair or Chief Executive	YES	
Maternity, Paternity and Adoption Policy	January 2024	April 2025	Chair or Chief Executive	YES	
*Partnerships Due Diligence Policy	January 2024	April 2025	Board	YES	
Recruitment and Selection Policy	January 2024	April 2025	Chair or Chief Executive	YES	
Safeguarding Policy	January 2024	April 2025	Board	YES	
Sickness Policy and Procedure	January 2024	April 2025	Chair or Chief Executive	YES	
Volunteer Management Policy	January 2024	April 2025	Chair or Chief Executive	YES	
Whistleblowing Policy	January 2024	April 2025	Board	YES	
Work Life Balance Principles Policy	January 2024	April 2025	Chair or Chief Executive	YES	
<b>Policies in Development</b>	<b>Planned competition date</b>	<b>Planned review</b>	<b>board</b>	<b>Policy Lead</b>	<b>Published on website</b>
Employee Volunteering Policy	July 2024	April 2025	Chair or Chief Executive		NO
Guidance on Effective One to Ones	July 2024	April 2025	Chair or Chief Executive		NO
Salary Policy and Performance Awards Policy	July 2024	April 2025	Board		NO
Redundancy Policy	July 2024	April 2024	Chair or Chief Executive		NO

\*Reviewed as part of annual year-end accounts examination.

All policies available publicly on ESG Gaming Website (Governance Tab), or internally via ESG Gaming Sharepoint (Governance > Policies > 2024)