

Strategic & Programme Risk Assessment



ESG
Gaming

Item	Risk	Consequences	Risk Status	Current Controls	Risk Owner	RAG Rating	Likelihood	Impact (1-5)	Total Score
Governance									
G1	Board fails to operate effectively.	<ol style="list-style-type: none"> 1. Damage to reputation. 2. Potential legal action. 3. Damage to individual's reputation. 	Open Managed	May 2024 update: Long standing board in place. Inviting external scrutiny by accreditation or awarding bodies. Board behavioural framework and appraisal in place.	Board	Low	1	4	4
G2	Lack of board diversity.	<ol style="list-style-type: none"> 1. Potential in reduced strategic horizon scanning. 2. Board potentially not reflective of customer base. 3. Potential unconionous bias in decision making. 	Open Managed	May 2024 update: Board is currently too white, but does have a board mix of age, race, sexuality, educational background and professional qualifications. Board have agreed to keep under review as organisation matures. NEW ITEM (May 24): Vanguard Programme pending funding. Doctors being approached to support acedemic oversight	Board	Medium	2	5	10
Financial									
F1	Income volatility.	<ol style="list-style-type: none"> 1. Executive Chair self-funding ESG Gaming. 2. Impacts ability to deliver Enabling Plan. 3. Limits ability to plan in short / medium term. 	Open Managed	May 2024: Live funding pipeline consistently updated with work in progress. Seek multi-year grants where possible.	Board	Medium	2	5	10

F2	Inaccurate and / or late statutory reporting.	<ol style="list-style-type: none"> 1. Lack of confidence in financial reporting. 2. Poor governance record keeping on Public Information sites. 3. Loss of trust with supporters. 	Open Managed	<p>May 2024: Crowe UK LLP were appointed accountants on a three year-term at 2022 AGM. Crowe UK LLP complete year-end statutory reports. Crowe UK LLP have access to ESG Gaming Xero and are appointed as officers with HMRC.</p>	Board	Low	1	1	1
F3	Losing funds.	<ol style="list-style-type: none"> 1. Bank default (over £85k) due to the present economic climate. 2. Internal or external fraud. 	Open Managed	<p>May 2024 update: Savings account established for cash over £85k Government Guarantee. Financial Controls in place and all Board has access to Xero for realtime financial reporting.</p>	Board	Low	1	5	5
F4	Loss of key records data.	<ol style="list-style-type: none"> 1. Reputational risk. 2. Loss of auditable records. 3. Breach of GDPR or ICO guidance. 4. Inaccurate or late statutory filing. 	Open Managed	<p>May 2024 update: ESG Gaming use cloud systems for finance and general filing which are backed-up by supplier (Xero, Microsoft, Salesforce etc). No data stored on any stand-alone machines and no data sticks used.</p>	Board	Low	1	2	2
F5	AML / Bribery / Corruption	<ol style="list-style-type: none"> 1. Reputational risk. 2. Accepting personal gifts. 3. Banned from being company director 	Open Managed	<p>May 2024 update: Conflict policy covers gifts and Governance Handbook covers directorships. Nobody associated with ESG Gaming to accept personal gifts. Register of Interests checked at each board meeting</p>	Board	Low	1	2	2

Programme & Operations

O1	Key staff dependency (i.e. Executive Chair).	1. Lack of ability to deliver mission. 2. Potential winding up of organisation and the returning of all funding.	Open Managed	May 2024 update: Accepted risk as nature of start-up. Board have agreed to recruit Chief Executive, Director of Fundraising and Directors of Programmes as funding allows. NEW ITEM (May 24) - A 10% to 15% finders fee is in place to support FR activity in the absence of a Fundraiser. Board to consider how they can help	Board	Low	1	5	5
O2	Academic partner withdraws from research projects.	1. Keep funders and supports upto date with any planned changes. 2. Lack of continuity in projects.	Open Managed	May 2024 update: SLAs in place with research partners as research commences - pending income position. Regular partners meetings.	Board	Low	1	5	5
O3	Delivery partners withdraw from operational delivery.	1. Keep funders and supports upto date with any planned changes. 2. Lack of continuity in projects.	Open managed	May 2024 update: SLAs in place with delivery partners. Regular partner meetings.	Board	Low	1	5	5
O4	Web3 project hosted on wrong platform.	1. Keep funders and supports upto date with any planned changes. 2. Lack of continuity in projects. 3. Rebuild of web3 platform would be costly and time-consuming.	Open Managed	May 2024 update: SLAs in place with delivery partners. Regular partner meetings. Platform at pilot testing stage with stakeholders. NEW ITEM (May 24) - strategic pathway agreed with platform provider to Dec 24	Board	Low	1	5	5
O5	Modern Slavery	1. Individuals exploited for personal or commerical gain	Open Managed	May 2024 update: Modern slavery has no place in ESG Gaming. Our Governanace Handbook, Whistleblowing and Code of Behaviour policies cover the values and standards we expect and how to raise concerns	Board	Low	1	2	2

O6	Not being Carbon Neutral	1. Contribute to CO2 emissions.	Open Managed	May 2024: Joined Ecologi (workforce Pledge) to help us understand, monitor and Off-Set.	Board	Low	1	2	2
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This assessment is reviewed & updated following each board meeting: Correct as of 01 May 2024. Next Review June 2024 at board meeting
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