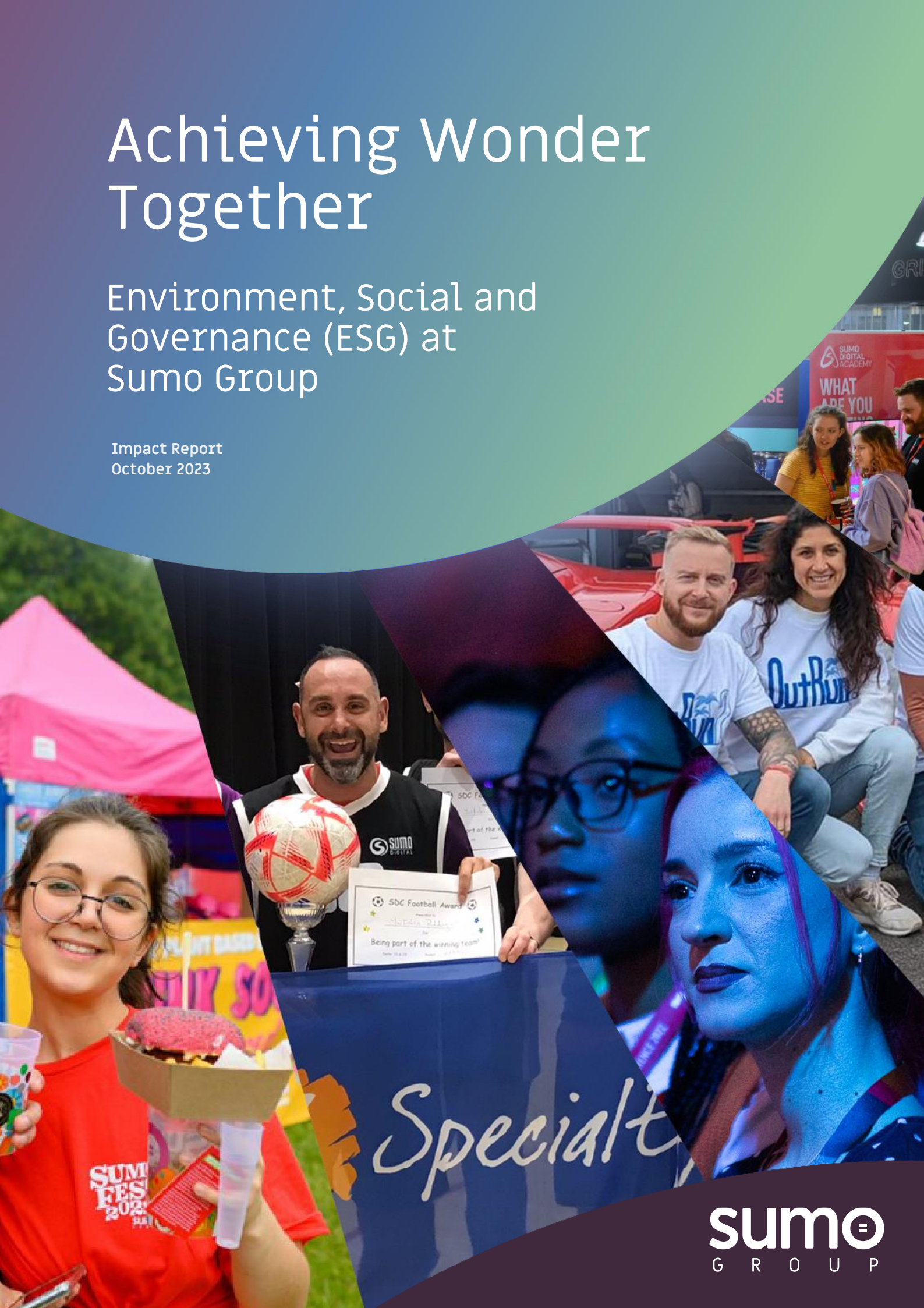


Achieving Wonder Together

Environment, Social and Governance (ESG) at Sumo Group

Impact Report
October 2023



Specialt



“ESG has always been at the heart of our business and is increasingly important to all our stakeholders, particularly colleagues. We are committed to setting clear targets that will help ensure Sumo Group is a responsible and sustainable business.”

Carl Cavers, Sumo Group CEO

Driving positive change

Sumo is dedicated to growing a sustainable business that provides security to our people while delivering a first-class experience to our partners and players.

We understand the importance of ESG to our stakeholders and colleagues and the importance of tracking our progress to see where we are making an impact and where we need to do more.

This report outlines our commitments and progress to date, updates on the impact of our ESG initiatives across the Group and shares how our people can get involved at a personal, studio and Group level.



Contents

Impact to date	Pg. 5
Social	Pg. 8
Environment	Pg. 13
Governance	Pg. 15
Help drive positive change	Pg. 18
Key contacts	Pg. 19



We focus our efforts in line with our Group values and where we will have the most significant and sustainable impact.

We ensure that, in addition to the environmental and or social benefits, each action or process has a clearly identified benefit to the business.

We report on our progress and targets openly and in a way that provides the most up to date information to the widest population of stakeholders.

And finally, we measure ourselves against recognised and externally verified standards where appropriate.

Delivering impact through our actions

Key Impact Through 2023



Assessments of energy consumption related to home working have been completed enabling us to review implementable reduction options.



All UK electricity purchase contracts we control have been switched to a renewable tariff and there are ongoing plans to install solar panels at Sumo Sheffield in the coming year.



We added Green Perk to our Travel Perk business travel booking platform so that 100% of emissions for travel booked through this system are offset.



WOMEN IN GAMES

LIMIT BREAK



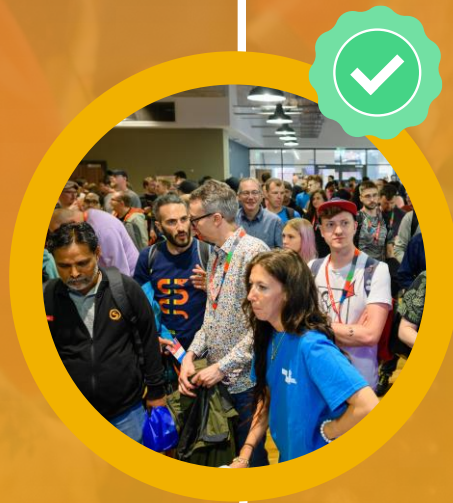
CODE COVEN

Mission GENDER EQUITY

Our partnerships with initiatives helping to raise awareness and opportunities for underrepresented groups such as Women in Games, Limit Break, Code Coven and Mission Gender Equity have given underrepresented groups across the business access to mentorships, career events, workshops and more.



Sumo Census 2023 was completed earlier this year to help us capture the specific data required to continue to improve and equalise prospects for all our people. The responses gathered will help make informed change across Sumo Group and help achieve our on-going goals on improving equality, diversity, equity, inclusion and belonging.



Sumo Digital Academy's third cohort of students graduated this September, with this cohort being the first in the country to graduate on a programming apprenticeship recognised by the UK Government.





The Ahead Partnership schools outreach programme with Sumo Group ran for the fourth year – with 1044 young people taking part in 10 activities across Sheffield, Coventry and Brighton. Nearly half of the participants were women.



Our Charity Partnerships Manager is in place and raising awareness of our ethos of “every small thing can make a big difference” through collective efforts across the Group.



“Our priorities include making Sumo a great place to work for people from all backgrounds, being responsible caretakers of the environment and working with initiatives that support our people and contribute to the wider community.”

Christina Haralambous,
Sumo Group VP Communications





Social

Our culture, our people, our communities and our charities

The success of our people is the success of our company. We focus on supporting them, nurturing their talent and providing a healthy, friendly, enriching, creative and safe environment in which to work.

We continue to work to improve diversity in our recruitment and promotion processes, and to actively encourage people from marginalised groups to consider a career in the games industry through our partnerships, education outreach programmes and Sumo Digital Academy.

Our charitable and community initiatives aim to provide meaningful support for causes that matter to our people, clients and partners.

Our targets for 2023 continue the focus on ensuring we are an attractive option for new talent, that we retain and support existing talent, and that we open new pathways into the games industry.

Inclusion & Belonging

Prism

Our employee diversity group, Prism, promotes inclusion, equity, equality and wellbeing across the Group. Last quarter, we restructured the support for the ever-expanding community of 350+ members. We set ourselves a target to increase membership year on year with a target of 30% of Sumo's global population by the end of 2024.

Sumo Census

We are using the data captured in our annual Sumo Census to continue to improve and equalise prospects for all our people alongside our commitment to showing improvement in diversity in recruitment and promotion

Learning & Development

Sumo Digital Academy

- The Sumo Digital Academy is our talent development programme creating new pathways into games. This key initiative aims to open the door to graduates looking to make their first career move, those skilled in different industries and those seeking a career change. It was the first in the UK to deliver a games industry apprenticeship programme recognised by the government and the Institute for Apprenticeships and Technical Education. It also offers a Diversity Internship Training Programme, giving people from under-represented groups the opportunities to receive training and mentoring in games programming. We aim to continue to encourage more young people from diverse backgrounds to develop employable tech programming skills through the Academy initiatives and Sumo Digital's "Playbuffer", a free, simple code programming framework.
- This year Sumo Digital worked alongside Ahead Partnership to bring the Sumo Pitch Challenge to Sheffield, Coventry and Brighton, with 1044 young people taking part, nearly half of which were women.
- The Academy also worked with Sheffield Women in Computer Science group with students spending a week at the Academy learning C++ as a follow up to workshops held earlier in 2023.



Eva Kioseoglou and Ruth Dickens, part of Sumo Digital Academy's 2022-23 cohort, became the first in the UK to graduate on a programming apprenticeship recognised by the UK Government. You can read more about them [here](#).

Future of Work

- Earlier this year, we launched our Group frameworks which included our Future of Work vision, policies and guidance for all Sumo studios and service departments. This was further supported by Charters, which are studio/ department / team specific guidance detailing working patterns, core hours and way of working. This flexible approach gives studios and service departments the freedom to implement their Charters in a way that works for them, celebrating studio autonomy and the wellbeing of everyone.
- We are working towards obtaining accreditation of a third-party assessment of standard of care for our people through the TIGA Star Award.

Collaborative Partnerships

- We're proud of our continued work with external partners to improve the industry pipeline for underrepresented groups in games, helping to up-skill our people from marginalised communities and ensure games development is seen as a viable career option.
- We currently partner with Women in Games, whose mission is to create new platforms, pathways and synergies, which foster opportunities that empower girls and women in the global gaming sector. Mentoring programmes Limit Break and Mission Gender Equity, and Code Coven, the first global accelerator and academy are dedicated to forwarding opportunities for marginalised game developers at all levels.



Mission
GENDER EQUITY



Women in Games Career Expo March 2023

Speakers from Sumo Group's 18 global studios participated in the 2023 Women in Games Careers Expo delivering a series of talks, panels and roundtables aiming to inspire the next generation of women in the games industry. Read more [here](#).



Charity and community

- Supporting, promoting and raising funds for our Group charity partners, SpecialEffect, Solving Kids' Cancer and GamesAid, and our individual studio charities is a key target for our charitable activity at Sumo Group.
- To date, Sumo has helped to organise a first-of-its-kind event British Racing Greats which raised £100,000 for our charity partners Solving Kids' Cancer and SpecialEffect. As a Group, over £150,000 has been put toward charity activities and events with our partners.
- We continue to actively promote the use of one Learning Day to be used as a Volunteer day to help charities or communities close to our people's hearts.



One Button Game Jam

Since 2021, our people around the world have signed up to take part in the One Button Game Jam. Teams or individuals have three weeks to create a fully realised game or concept based around a single button input. The games are then streamed live as part of SpecialEffect's annual One Special Day fundraising event. You can read more [here](#).





29mm PLANTATION

HAVE YOUR SPECIAL MEMORY PRINTED

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deal direct direct

“Every small thing we do could make a big difference during these challenging times for our charity partners and we’re committed to continue fundraising, volunteering and donating to these incredibly worthy causes.”

Darren Mills, Sumo Group Director of Excellence and Integration



Environment

Successfully growing a sustainable business

We are responsible caretakers of the environment who understand the importance sustainable business practices will play in our ability to grow successfully.

While our activities are largely office based, and do not involve energy intensive processes or generate significant waste, the business is taking actions to reduce its environmental impact.

Our targets for 2023 continue to focus on reducing the Group's carbon emissions, setting clear and achievable targets to help us reduce our environmental impact .

Our Studios

- All UK electricity contracts that we control are with renewable sources to help reduce our environmental impact and we encourage landlords of premises of those we don't, to switch.
- We will continue to recycle hardware and look to expand into wider areas where possible.
- We continue to be committed to achieving net reductions in the group's CO2 emissions through investment in efficient facilities and behavioural change via our Climate Champions.
- We will remain a member of Playing for the Planet, a collective effort by the video games industry to reduce its carbon footprint and integrate environmental activations into games.



Auroch's Climate Champions have made several small changes to help them become greener. These include moving to plastic free loo roll, more recycling bins in the office, communications for people to turn off PCs/equipment at the end of the day, launching the Auroch Digital Seed sharing club, buying cleaning projects like soap in bulk to refill rather than rebuy and monitoring within their teams.

Our Remote workforce

- We've carried out home energy assessments which will enable us to proactively look at options to reduce the impact on the environment of our remote workforce.

Our Travel and Events

- This year we added Green Perk to our Travel Perk business travel booking platform so that 100% of emissions for travel booked through this system are offset.
- Any event we hold is aligned with our ESG goals, including our flagship learning event SDC; ensuring sustainability throughout the value chain. We offset 100% of emissions for SumoFest, SDC and GDC through Make it Wild.

Our Data Storage & Cloud Infrastructure

- We will review our data storage usage and data retention with the aim of minimising energy used on current and future solutions.



Governance

Keeping our systems and people safe and secure

We aim to facilitate effective, entrepreneurial and sensible management of the business, to deliver long-term success. The Sumo Board follow section 172 of the Companies Act 2006 in its process and decision making and we are ISO 27001 certified, following their standards for our systems and processes.

Our targets for 2023 remain focused on the continued monitoring and reporting of our governance initiatives.



Systems and Infrastructure

- ISO 27001 is an internationally recognised specification for an Information Security Management System, or ISMS. It's the only auditable standard that deals with the overall management of information security, rather than just which technical controls to implement.
- We are pleased to say we are now accredited across all areas of the Group, with Auroch Digital and Timbre Games completing theirs earlier this year.

Modern Slavery and Whistleblowing

- Forced labour has no place in our supply chain, we monitor annually and report on the Group website as per the Modern Slavery Act.
- Our whistleblowing policy and information on what constitutes whistleblowing can be found on our internal learning platform Dojo. The policy outlines the continued support available to employees world-wide giving them the means to report concerns.

Tracking our progress

- We have set clear targets on all aspects of ESG and these are available for all to see on our website and in this report. We're committed to communicating our progress around meeting these targets via this regular impact report, our website and internal channels and platforms.
- We will continue to publish our Gender Pay Gap report highlighting how we aim to decrease the gap in the future. Our Gender Pay Gap reports can be found on our Sumo Digital website.



"We're proud of the direction Sumo Group is taking with its continued investment in its ESG initiatives. It is essential that we continue to track our progress and report back to our colleagues and our clients on this vital area of our business."

Paul Porter, Sumo Group COO

Help drive positive change

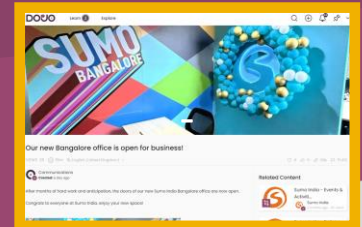
Learn more here...



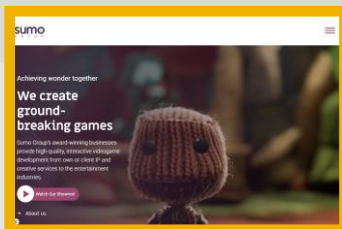
Dojo



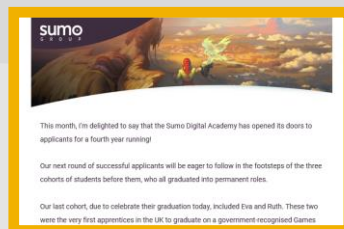
Social media



Employee communications



Website



Newsletter



Town Halls

Work with these teams...



Studio Engagement Managers, Marketers & Operations



Central Communications & Marketing



Charity Partnerships Manager

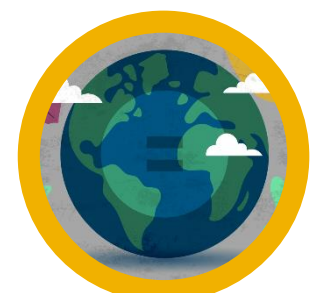
Get involved with these initiatives & partners...



PRISM and Inclusions and Belonging



Our partners and events



Climate Champions

Contacts

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