



# Achieving Wonder Together

## Environment, Social and Governance (ESG) at Sumo Group

Impact Report  
September 2024







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“ESG continues to be of great importance to our business, our stakeholders and our people. We are determined to ensure Sumo Group is a responsible and sustainable business by regularly evaluating and communicating our commitments in each of the areas of ESG.”

Carl Cavers, Sumo Group CEO

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## Driving positive change

We are dedicated to growing a sustainable business whilst 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.



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We focus our efforts inline 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 commitments openly and in a way that provides the most up to date information to the widest population of stakeholders.

We measure ourselves against recognised and externally verified standards where appropriate.



# Delivering impact through our actions

## Key Impact Q1&Q2 2024



In January 2024 we formed an ESG Committee to lead and deliver on an overarching ESG strategy across Sumo Group.



Sumo, together with a third party, completed its 2023 Flotilla Carbon Accounting Report which provided information for us to better understand the sources of our carbon emissions and enable us to define our journey to net zero. We have commissioned a 2023 update which we will receive later this year.



WOMEN IN GAMES

LIMIT BREAK

MOVING AHEAD

CODECOVEN

AheadPartnership™

Through our successful collaborations with Ahead Partnership, Women in Games, Limit Break, Code Coven and Moving Ahead we continued to help open pathways and raise awareness of games as a viable career choice for underrepresented groups.




We established an Inclusion and Belonging Committee in May 2024 to agree and deliver overarching Inclusion and Belonging objectives.



SUMO DIGITAL ACADEMY

Sumo Digital Academy's fourth cohort began their Game Programming apprenticeship in January 2024, alongside the first cohort of apprentices studying Technical Art.





## Level Up for Seniors

Our successful internal career development programme, Level Up for Seniors, launched externally as Sumo Group Evolve in April 2024.

Sumo Group's Charity Committee continues its work giving something back to the causes that matter to our people, clients and partners, led by the Charity Partnerships manager.





A portrait of Andy Stewart, a man with short dark hair, glasses, and a beard, wearing a dark green polo shirt. He is smiling slightly and looking directly at the camera. The background is blurred, showing what appears to be an indoor setting with a large white graphic of a penguin on a wall.

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“I’m looking forward to leading the newly formed ESG committee as we look to deliver on our strategy across Sumo Group. We’re committed to ensuring we support causes, initiatives and charities that share our values, reducing our impact on the environment and ensuring we remain a safe and secure place of work for all our people.”

Andy Stewart,

Chief Financial Officer and  
Executive Sponsor ESG Committee

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# Our ESG Committee



In January 2024 a new ESG Committee was set up to lead on and deliver our overarching ESG strategy.

The committee will meet on a regular basis and be responsible for proposing and delivering annual commitments, targets and measures which will then be approved by the Sumo Group Board.

**The committee is made up of the following people:**

Executive Sponsor – Andy Stewart, Chief Financial Officer

Environment Lead: Charlie Denham, Head of Group H&S and Facilities

Social Lead: Karen McLoughlin, Group Director of People

Governance Lead: Tim Repa-Davies, General Counsel & Company Secretary

Christina Haralambous, Group Director of Communications & Marketing

Dr Tomas Rawlings, VP Sumo Digital UK

Darren Mills, Director of Excellence and Integration



# Social

“At our core, the success of our people is the success of our company. We are dedicated to fostering an environment that empowers them to thrive in a healthy, friendly, enriching, creative and safe work environment.

We remain steadfast in our commitment to promoting inclusivity and diversity throughout the company and the wider games industry through strategic partnerships, outreach initiatives, and our internal programmes, actively encouraging individuals from underrepresented communities to explore careers in the gaming industry.

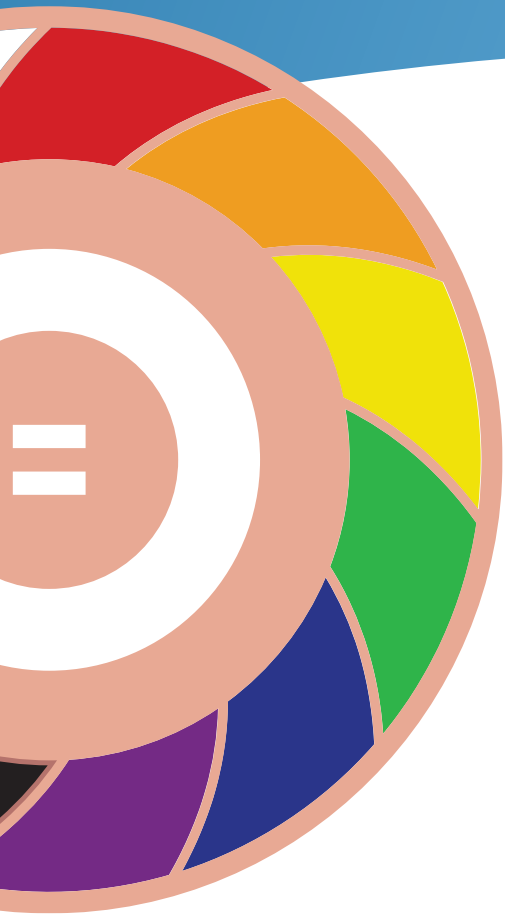
Our charitable and community endeavours continue to provide meaningful support to causes that resonate with our employees, clients, and partners.”

**Karen McLoughlin**  
Social Lead, ESG Committee



## Our Commitments

We 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 and support charitable and community initiatives that matter to our people, clients and partners.



## Inclusion and Belonging

### Inclusion and Belonging Committee

- The newly formed committee will support Sumo Group in becoming an industry-leading employer in the areas of diversity, equity, inclusion, belonging and justice (DEIBJ) to attract and retain the next generation of our people and diversify our workforce.

### PRISM

- Our internal employee resource group provides a community for our marginalised genders and minority groups.

### Sumo Census

- We will continue to use the data captured in our annual Sumo Census 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 a talent development programme creating new pathways into games and in January 2024 welcomed its fourth cohort for Game Programming apprenticeship. Alongside this cohort was the first group of Technical Art apprentices. 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.



## Sumo Group Evolve

- Our successful internal career development programme, Level Up for Seniors, launched externally as Sumo Group Evolve in April 2024. Making this programme accessible to the wider games industry will help encourage individuals who want to take their first step into a leadership role but have had limited access to learning and development opportunities. We accepted onto the programme 60 participants, with the majority being from indie studios and received a positive Net Promoter feedback score of 89.57% from participants at the end of the programme.





## Collaborative Partnerships

- We reached over 3000 people through our successful collaborations with Ahead Partnership, Women in Games, Limit Break, Code Coven and Moving Ahead and will look to increase this in 2024 as well as identify specific data that will help us measure our continued work in this area.
- We 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 as well as mentoring programmes Limit Break and Mission Gender Equity, and Code Coven, the first global accelerator and academy dedicated to forwarding opportunities for marginalised game developers at all levels.



## Charity and community

- Charities committee is responsible for distributing funds made available by the company to charitable causes, and towards charitable activity including Group charity partners, SpecialEffect and Solving Kids' Cancer and individual studio charities.
- Events participated in to date include headline sponsors at SpecialEffect Masters Golf, sponsorship at GamesAid's Golf and Spa Day and a beach clean at Develop Conference in Brighton.
- An overall increase in activity for our charitable efforts at Sumo Group is a key measure in 2024.
- We continue to promote and monitor the use of one Learning Day to be used as a volunteer day to help charities or communities close to our people's hearts.



## Environment

“During 2021, the Group announced its commitment to be carbon net zero by 2025. The definition of “Net Zero” has developed since that announcement, and we now have a wider-ranging understanding of our carbon footprint with support from expert third parties.

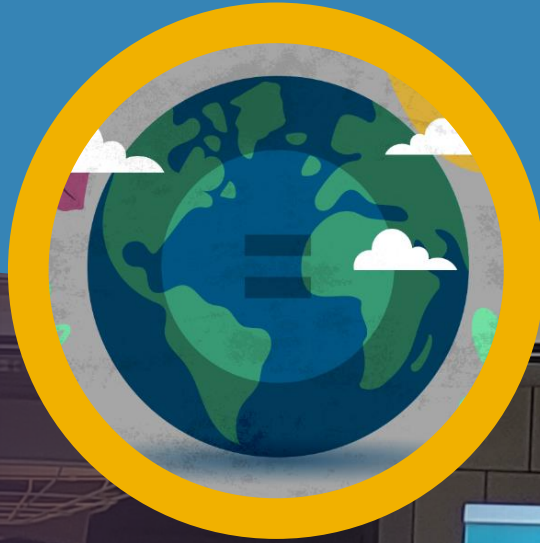
By engaging with Flotilla to complete assessments of group-wide carbon emissions we have adjusted our targets accordingly to ensure we continue to be responsible caretakers of the environment, and a company that understands the importance sustainable business practices will play in our ability to grow successfully.”

**Charlie Denham**  
Environmental Lead, ESG Committee



## Our Commitment

We will reduce the environmental impacts of our operations by becoming Carbon Neutral by 2030 and Carbon Net Zero by 2045. We will use recognised and respected methods to measure our performance and identify sustainable reductions.



# flotilla

## Flotilla Carbon Accounting Report

- Through the results of the 2023 report we have a baseline through which to measure our progress.
- We've now commissioned a 2023 update/baseline and from this we'll drive actions towards carbon neutrality in 2030.





## Governance

“We want to create and publish games in a safe, secure and sustainable way that builds trust with our people, players and clients, and firmly establishes Sumo as the gold-standard external development partner in the games industry. To do this we will retain the highest standards of information security and strive to meet all legal requirements of the ever-evolving compliance, data privacy and online safety landscape.”

Tim Repa-Davis  
Governance Lead, ESG Committee





## Our Commitment

We will be accountable for all Governance matters within Sumo's control and will be an industry leader for all matters relating to IT Security, Legal and regulatory compliance across video game publishing and development. We will do this by maintaining robust systems and processes to continue building trust with our people, partners and players.

## Systems and Infrastructure

- ISO 27001 is an internationally recognised specification for an Information Security Management System, or ISMS. All Sumo Group studios are accredited with ISO27001.
- All Sumo's standard supplier MSA now include new ESG clauses.

## Mandatory Obligations

- We continue to comply with the mandatory obligations around forced labour 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 SeeHearSpeakUp independent service provides our people with the opportunity to expose unethical behaviour in a safe, secure and supportive environment (whistleblowing).

## Gender Pay Gap Reporting

- 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 Group and Sumo Digital websites

## Supply Chain

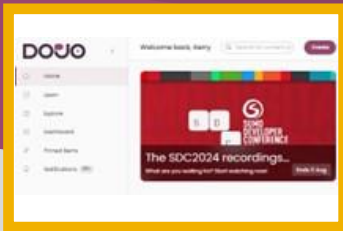
- We will ensure Sumo's standard supplier Master Service Agreements include new ESG clauses

## Tracking our progress

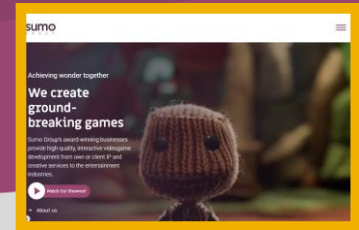
- We have set clear measures on all aspects of ESG and these are available for all to see on our website and in this report. We're committed to communicating our progress around meeting these targets via this report.

# Help drive positive change

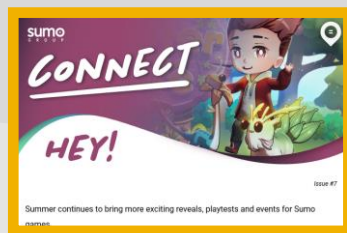
Learn more here...



Dojo



Website

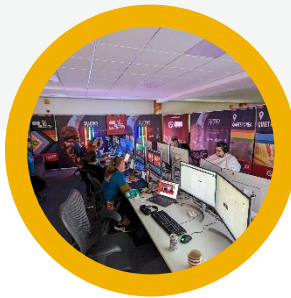


Connect Newsletter



Social media

Work with these teams...



Your Studio Engagement,  
Marketers & Operations' teams



Central Communications  
& Marketing

Get involved with these  
initiatives & partners...



PRISM and  
Inclusions and  
Belonging



Our partners and events



Charitable Causes



# Contacts

## Sumo Group Communications

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