



Corporate Responsibility - Group Policy

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Corporate Responsibility Policy

1. Purpose

It is MTG's Corporate Responsibility vision to be the responsible and sustainable home of esports and gaming entertainment, because we believe that responsible entertainment is better entertainment. Our mission is to be part of shaping the responsible and sustainable future of esports and gaming.

This vision is reflected in our Corporate Responsibility (CR) strategy which is divided into three focus areas according to ESG; Environmental Care, Social Impact and Governance.

We aim to offer good gaming and esports entertainment, while acting ethically and responsibly, creating a fair and healthy environment for our employees and customers as well as managing our environmental impact.

CR is closely integrated in MTG's business strategy, values and culture. We always strive to create greater value for all our stakeholders through relevant objectives and targets as well as being part of identifying new opportunities. We also aim to be a responsible business partner.

To support the execution of our CR strategy, it is important for us to measure, report and follow up on our activities, goals and targets in a transparent fashion.

We are committed to aligning ourselves with acknowledged principles such as the United Nations Guiding Principles on Business and Human Rights, supporting the UN Sustainable Development Goals as well as following relevant laws and regulations.

2. Target Group

This Group Policy applies to all employees of subsidiaries and entities in which Modern Times Group MTG AB exercises control (directly or indirectly).

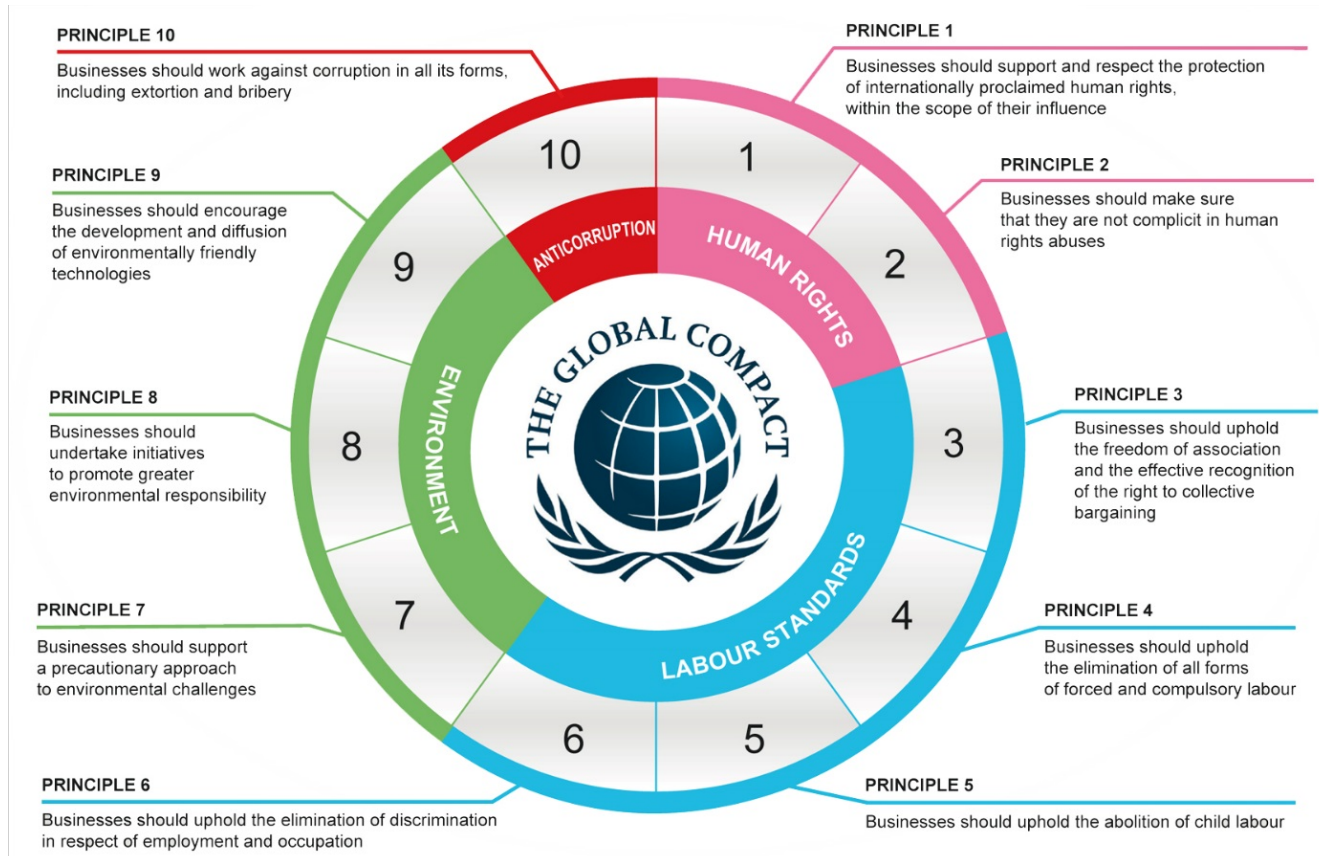
3. Principles

3.1 Introduction

To both mitigate our identified risks as well as maximizing our positive impact we have divided our CR work into three areas, Environmental Care, Social Impact on people and society as well as Governance being a responsible and ethical business.

Our CR work is based on universal principles and guidelines as well as following relevant laws and regulations. We follow the OECD Guidelines for Multinational Enterprises on responsible business conduct. We are committed to the United Nations Global Compact's principles in the areas of human rights, labour rights, environment and anti-corruption (see image below).

These principles are in turn derived from the Universal Declaration of Human Rights, the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.



We support the UK Modern Slavery Act and are committed to implementing the United Nations Guiding Principles on Business and Human Rights throughout our operations.

3.2 Environmental Care

We support a precautionary approach to environmental challenges. This means we believe it is better, wherever possible, to prevent issues from arising in the first place.

We keep track of and monitor our carbon footprint and energy consumption using the Greenhouse Gas Protocol. We aim use renewable energy and to make our offices as environmentally sustainable as possible. We strive to reduce our travel footprint through using modern communications tools such digital conferencing facilities as well as through planning. As a company that focuses on esports events we need to both monitor and keep track of our impacts and aim to make them as environmentally sustainable as possible.

3.3 Social Impact – People & Society

We are committed to respecting human rights, diversity and equality. We are committed to abiding by health and safety regulations at work, taking responsibility for our impact on our customers as well as giving back to communities in the countries where we operate.

3.4 Governance – Responsible & Ethical Business

We do business with integrity and protect the data and privacy of our customers. We require our staff and suppliers to maintain the high standards of behaviour set out in MTG's Code of Conduct, our core policies and Supplier Code of Conduct.

We follow the UN Global Compact Principles and the International Labour Standards on Freedom of Association set by the International Labour Organization (ILO). Our open attitude ensures that employees are free to join unions or bargain collectively. We aim only to work with suppliers who also respect and enforce human rights.

4 Roles and Responsibilities

The Head of Corporate Responsibility reports directly to the Board Directors on all relevant CR related issues and topics including strategy, agenda and practices.

1. The Head of Corporate Responsibility is the document owner of this Group Policy and is responsible for its content. He/she is also responsible for maintaining and updating this Group Policy, and for ensuring that it is properly published and enforced.
2. Local CEOs are responsible for communicating and implementing this Group Policy, and for ensuring that all employees within his/her area of responsibility are familiar with and follow this Group Policy.
3. All MTG Group employees are individually responsible for reading, understanding and following this Group Policy when it applies to their area of work responsibility. Each employee is encouraged to raise concerns about actual or possible violations of this Group Policy to their line Manager, legal or HR department or CEO. If the issue cannot be remedied locally MTG's Head of Corporate Responsibility (responsibility@mtg.com) can be contacted.

References

- Code of Conduct
- Supplier Code of Conduct Policy
- Anti-Bribery & Corruption Policy
- Communications Policy
- Data Protection Policy

- Asset Protection Policy
- People Policy
- Whistleblower Policy
- Risk Management Policy
- Insider Trading Policy

Appendix I – Document History and Change Information

Version	Revision Date	Change information
1	2019-05-20	Initial Group Policy