



SPORTFACTION

ESG POLICY



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WORD FROM THE MANAGEMENT

When we started Sport Faction back in 2015, we were really into building a human adventure called "Entrepreneurship". From hard times to good times, we did not want anything to interfere with our will to living our values: searching for excellence, determination, attention, honesty and fairness. Today, Sport Faction is a group of 14 people living it, gathered by the same passion for video games and ambition.

Joining us means the assurance you can talk to the head of the studio at any time for anything you want because we are sure of one thing: alone you go fast, together we go far and we're here to make a difference on the long run.

Also, it is important for us to claim our will to sustain our economic development without harming the environment as much as we can, at our scale.

To that matter, as COO of the company, I think it's important to gather in one document our values in the form of an ESG Policy that clearly states what we expect from every stake holders of the company and, respectively, what you can expect from it.

This ESG Policy would cover 4 different areas, being:

- Governance of the company
- Respect of our people
- Attention to the environment
- Responsibility in the way we do business

This ESG Policy is to be shared by each employee, partner or supplier.

Romain GATT - COO

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GOVERNANCE

Stake Holders

We believe any relationship should be built upon deep bonds based on trust and transparency. Business is no exception. Whether you invest time or money within the company, you are entitled to have a clear view of the situation of the company. To that purpose, we share news' reports on a monthly basis with every stake holders of the company:

- For employees, a strategic report with the main pinpoints & focuses on the product for the coming weeks and months, as well as an explanation of the overall topics conducted by the management for the growth of the company;
- For investors, a business report stating all economic performances of the company with an explanation for every business unit of the company and an overall analysis from the top management.

The management is eager to challenge its convictions and strategy with the board. To that matter, the management is always looking for external advisors who would be useful for the growth of the company.

Building responsible games

At Sport Faction, we want to build fun and attractive games for everybody. For that, we use all the technology now available on the market to better fine tune the experience we offer to our players. Having said that, we pay a very careful attention to the respect of their privacy and their safety.

First, the company strictly complies with the European regulation on GDPR by collecting the very minimum of data necessary to run and optimize the games, stocking those data for a limited amount of time in a secured place and allowing any individual to object to such collection by simply contacting the company. Under no circumstances the company would collect any data if not necessary.

Also, no data that should be collected through our games would be sold to any third party.

We designed a privacy policy available to every individual downloading one of our game:

- in the setting section of the game,
- on the application page from the store,
- or directly at: <https://www.sportfaction.com/privacy-policy>

Finally, we pay a special attention to design games that do not fall under any definition of gambling, preventing our player from any malicious addictive behaviors.

PEOPLE

Participation

As an organization, we are deeply convinced our strength comes from the talent of each and every one across the company. We believe it's natural to reward these talents thanks to whom the studio is soaring. We have planned to implement a profit-sharing system that will profit to any employee accordingly to her/his implication, talent and successes.

Fighting Discrimination

At Sport Faction, we build an open, inclusive and multi-cultural environment on which the richness of points of views and backgrounds from everyone shape the quality of the work we deliver as a team. In line with these beliefs, we want to make it clear that no decision regarding hiring, salary progression or career progression shall be based on any discriminatory criteria.

Specifically, we ban any decisions should it be based on a criterion listed below, defined as discriminatory:

- Gender
- Political Views
- Religion
- Health
- Name
- Sexual orientation
- Alleged origin
- Ethnical origin
- Handicap
- Genetical characteristics
- Family situation
- Pregnancy state
- Nationality
- Customs

Training

We want to be the best at what we do. To help us design the best products possible, we always look for sharp minds, ready to learn, challenge their knowledge and push their limits every day, no matter their scholar background. We always look for personality as well as competencies because we believe this will make a huge difference on the long run.

We encourage all of our employees to tell us every time they want to perfect their craft or acquire new competencies useful to their job: we will happily make room for it and find trainings according to their wishes.

To help our people share their knowledge to the rest of the team, we created the "First Thursdays": every first Thursday of every month, we organize gatherings where one can show the others what he cares for, what she/he masters or what new skill she/he recently acquired. Along with a policy of co-working, we make sure the whole studio progresses with its employees.

Diversity

We pay a specific attention to the diversity of the positions we offer. In an industry where 1 every 5 employee only is a woman, we seek parity amongst our employees.

Social Dialogue

Communication has always been the key for good working conditions. Every month, all the employees get a one and one meeting with either the heads of the studio or their manager. During this meeting, we want to make sure every employee has the right balance between personal life and professional objectives: we discuss working load, working conditions, personal well-being, relation with others and welcome their suggestions to make Sport Faction a better place.

On top of that, every year, each employee has a one and one meeting with her/his manager to review her/his performance.

This time is also used to set the personal objectives for every employee. Those objectives are re evaluated after 6 months to be sure they are still reachable.

Well being

We are a human scale organization where every employee has access to the management easily. This proximity with each and every one helps us building close relationships with the employees and detect any sign of angst. Along with our monthly one and one meetings, we maximize our positive impact on our employees.

Management: Benevolence and implacability

Strong managerial ethic is key to us. We believe it's essential if we want to build a sustainable workplace where everybody feels valued and listened. For that, we ask every manager to apply 2 strong management principles on their daily decisions:

- Benevolence: we need every manager to understand the context in which her/his colleagues evolve. We ask them to put themselves in the shoes of their pairs to better understand them. This brings empathy in our discussions.
- Implacability: we also ask them to show in return that we are part of a group with clear targets and values, and we cannot overpass them. This brings responsibility in our relations.

Applying those 2 principles make sure we build relationships based on loyalty, respect, responsibility and transparency.

ENVIRONMENT

Use of energy

Even if we are not in an industry where energy is the raw material transformed in the process of creating value, we are deeply aware of the indirect impact we have on our environment whether it is:

- In the office: every employee is encouraged to shut down every non necessary equipment every day when leaving the office (screens, computers, lights, etc.);
- In our operations: our games and processes can require large server resources if they are not thought through in advance. When we work at large scale, we always look to optimize our processes and calculations to save energy.

Waste management

As a team, we are sensitive to the notion of sustainable development. We apply in the company the same principles we apply in our homes, that is to say:

- Eliminating as much plastic as we can by installing, for instance, large water filtering system for the whole team;
- Sorting paper, plastic or glass.

DOING BUSINESS

When expanding our business, Sport Faction always looks for partners rather than suppliers. For each one of them, we want to make sure we build strong relationships based on long terms commitments as well as sharing a common view of the business.

We work in a digital world where our supplier can be anywhere on earth, from any country, but we ensure every part of the chain respects the rules of the International Labor Organization (ILO).