

## **COMMUNICATION ON PROGRESS (COP)**

Ten Square Games - United Nations Global Compact Participant since 2020

From January 2021 to March 2022

### **1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER**

7th March 2022

To our stakeholders:

I am pleased to confirm that Ten Square Games reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

A handwritten signature in blue ink, appearing to read 'Maciej Zużalek', written in a cursive style.

Maciej Zużalek

CEO, Ten Square Games

## **2. DESCRIPTION OF ACTIONS**

### **Human Rights**

Ten Square Games is committed to ensuring that our company, our employees, and players in our games respect the Universal Declaration of Human Rights and the associated with it.

#### **Implementation**

- We are currently in the process of finalizing the Code of Conduct for Players, Diversity & Inclusion policy for our employees, and Compliance policy and grievance procedure.
- We are also committed to ensuring that players in our games respect the rights of others. That's why we have joined the Fair Play Alliance, a coalition of gaming companies focused on fostering healthy gaming communities.
- We support hiring, development, and diversification of the workforce where an individual employee is treated with dignity and respect regardless of their age, gender, work experience, religious background, level of (dis)ability, ethnicity, or nationality.
- We established an employee-driven Diversity & Inclusion task force, a bottom-up initiative that helps us better understand employee needs and implement their ideas.
- Employees are educated in inclusive language.

### **Labour**

Ten Square Games is committed to upholding UNGC labour standards and ensuring that all our team members are treated equally, with the dignity and respect every employee deserves, in accordance with local and international laws.

#### **Implementation**

- We have diversified our teams by hiring internationally and made steps towards reducing the gender pay gap by hiring more women.
- We conduct bi-annual salary benchmarks and an annual salary calibration process.
- All our employees and their partners are entitled to private healthcare that ensures quick access to specialized doctors.
- As part of our benefits program, we provided all our employees with free psychological therapy to ensure their mental health, life insurance, and free access to sports & leisure facilities in Poland.

- We offered the opportunity to work fewer hours in the first month after returning from maternity leave while retaining the right to full remuneration.
- We provided our employees with free oncological screenings and regular education on cancer prevention and free physiotherapeutic services on-site.
- We offered numerous development projects, training programs, and international knowledge-sharing events to raise the qualifications of our employees and contractors.
- We also support tech education in local communities and sponsor programs that allow people from non-tech backgrounds to become IT professionals.

## **Environment**

Ten Square Games recognizes the responsibility corporations have in relation to protecting our environment, both through our own actions and through educating our employees and players. We remain fully committed to upholding the highest standards of environmental protection, as we aim to become a Carbon Neutral company in 2022.

## **Implementation**

- We run multiple ecological campaigns that resulted in planting a thousand trees, and increased education of our employees, contractors, and players.
- Together with the Healthy Seas NGO, we have involved the users of our products to clean international waters from fishnet waste and conducted an educational campaign on endangered underwater species.
- We made the first steps towards carbon neutrality: we have now calculated our carbon footprint for 2020 in four areas (premises, procurement, employees, customers) and will proceed with offsetting it with certified international environmental projects. We will also continue to calculate, reduce and offset our carbon footprint for 2021

## **Anti-Corruption**

Ten Square Games stands firmly against corruption, bribery, and extortion. We are committed to undertaking business fairly and with transparency, ensuring that each Ten Square Games company and operation meets its legal obligations and prevents corrupt practices.

## **Implementation**

- Ten Square Games uses accurate and transparent accounting methods, avoids conflicts of interest in its bodies, does not use any kind of contributions to obtain favorable treatment, does not engage in any illegal practices - but instead provides transparency in its operations in compliance with the stock market regulations.

- As a listed company, Ten Square Games is subject to the corporate governance principles contained in Best Practice for WSE Listed Companies 2021, and conducts its activities in line with its Statement on the Company's compliance with these principles.
- We have established and implemented the whistleblowing policy, which allows any person (our employees, contractors and partners included) to report violations and potential violations of the law or ethical procedures and standards, implemented in the Company, in a confidential and anonymous manner.
- At the end of 2021, we commenced developing a Code of Conduct to better select and manage collaborations we're in, and partnerships we join. The Code is being developed by an interdisciplinary employee Task Force and engages also external experts.

### **3. MEASUREMENT OF OUTCOMES**

- The gender gap pay at TSG broke down to 7,8%.
- We reached 36% of women leadership roles, including 33% of women in the Management board and 17% in supervisory Board positions.
- Increased diversification of the workforce with 26 nationalities within the organization.
- Employee engagement in social and environmental initiatives of 27%.
- We fulfill 81% of Warsaw Stock Exchange good practices for listed companies.
- Thanks to our in-game environmental initiative around 200 000 players got engaged, we contributed to removing 190 000 kg of fishing nets & other waste from various seas and educational campaigns with the help of our partner NGO - Healthy Seas.
- We planted 1000 trees with the help of our employees who took part in eco gamification - awareness campaign.