

GRI Standards Reference Table 2020

Gamesys Group [Annual Report 2020](#) and online disclosures (www.gamesysgroup.com) are GRI-Referenced as per the table below.

Referenced GRI Standard	Disclosure	Location	Comment
GRI 101: Foundation 2016			
General Disclosures			
GRI 102: General Disclosures 2016	102-1 Name of the organization		Gamesys Group plc
	102-2 Activities, brands, products, and services	AR 2020 pages 2-5	
	102-3 Location of headquarters	https://www.gamesysgroup.com/contacts/	10 Piccadilly, London, W1J 0DD
	102-4 Location of operations	AR 2020 page 43	
	102-5 Ownership and legal form		Public Limited Company
	102-6 Markets served	AR 2020 pages 2-3, 16-17	
	102-7 Scale of the organization	AR 2020 pages 43, 1, 2	
	102-8 Information on employees and other workers	AR 2020 pages 44-47 and https://www.gamesysgroup.com/sustainability/kpis/	
	102-10 Significant changes to the organization and its supply chain	AR 2020 page 43	
	102-12 External initiatives	AR 2020 page 45 and 49.	UN Global Compact; BITC Race at Work Charter
	102-13 Membership of associations	AR 2020 page 40, 45	Betting and Gaming Council; Business in the Community; Stonewall.
	102-14 Statement from senior decision-maker	AR 2020 pages 12-13	
	102-15 Key impacts, risks, and opportunities	AR 2020 pages 30-35	
	102-16 Values, principles, standards, and norms of behaviour	AR 2020 pages 10-11	
	102-17 Mechanisms for advice and concerns about ethics	AR 2020 page 37 and https://www.gamesysgroup.com/sustainability/overview/	
	102-18 Governance structure	AR 2020 page 74	
	102-40 List of stakeholder groups	AR 2020 pages 30-31	
	102-41 Collective bargaining agreements	AR 2020 page 30	
	102-42 Identifying and selecting stakeholders	AR 2020 pages 30-31	
	102-43 Approach to stakeholder engagement	AR 2020 pages 30-31	
102-44 Key topics and concerns raised	AR 2020 pages 32-33		
102-45 Entities included in the consolidated financial statements	AR 2020 page 136-137		
102-48 Restatements of information	AR 2020 page 51		
102-49 Changes in reporting	n/a		

Referenced GRI Standard	Disclosure	Location	Comment
	102-50 Reporting period	https://www.gamesysgroup.com/sustainability/kpis/	
	102-51 Date of most recent report	7 th May 2021	
	102-52 Reporting cycle	Annual	
Material Topics			
Energy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries 103-2 The management approach and its components 103-3 Evaluation of the management approach	AR 2020 pages 50-51, https://www.gamesysgroup.com/sustainability/building-a-brighter-future/ and https://www.gamesysgroup.com/investors/corporate-governance/group-policies/?year=2020 , Environment and Climate Change Policy.	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	AR 2020 page 51 and https://www.gamesysgroup.com/sustainability/kpis/	
	302-3 Energy intensity	AR 2020 page 51	
	302-4 Reduction of energy consumption	AR 2020 pages 50-51	
Emissions			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries 103-2 The management approach and its components 103-3 Evaluation of the management approach	AR 2020 pages 50-51, https://www.gamesysgroup.com/sustainability/building-a-brighter-future/ and https://www.gamesysgroup.com/investors/corporate-governance/group-policies/?year=2020 , Environment and Climate Change Policy.	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	AR 2020 page 51 and https://www.gamesysgroup.com/sustainability/kpis/	
	305-2 Energy indirect (Scope 2) GHG emissions	AR 2020 page 51 and https://www.gamesysgroup.com/sustainability/kpis/	
	305-4 GHG emissions intensity	AR 2020 page 51 and https://www.gamesysgroup.com/sustainability/kpis/	
	305-5 Reduction of GHG emissions	AR 2020 pages 50-51 and https://www.gamesysgroup.com/sustainability/kpis/	
Employment			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries 103-2 The management approach and its components 103-3 Evaluation of the management approach	AR 2020 pages 42-47, https://www.gamesysgroup.com/sustainability/people-engagement/ and https://www.gamesysgroup.com/investors/corporate-governance/group-policies/?year=2020	

Referenced GRI Standard	Disclosure	Location	Comment
		governance/group-policies/?year=2020 , Human Rights Policy	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	https://www.gamesysgroup.com/sustainability/kpis/	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	AR 2020 page 46	
Training and Education			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries 103-2 The management approach and its components 103-3 Evaluation of the management approach	AR 2020 page 44 and https://www.gamesysgroup.com/sustainability/people-engagement/	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	https://www.gamesysgroup.com/sustainability/kpis/	
	404-2 Programs for upgrading employee skills and transition assistance programs	AR 2020 page 44 and https://www.gamesysgroup.com/sustainability/people-engagement/	
	404-3 Percentage of employees receiving regular performance and career development reviews	https://www.gamesysgroup.com/sustainability/kpis/	
Diversity and Equal Opportunity			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries 103-2 The management approach and its components 103-3 Evaluation of the management approach	AR 2020 pages 44-45, https://www.gamesysgroup.com/sustainability/people-engagement/ and https://www.gamesysgroup.com/investors/corporate-governance/group-policies/?year=2020 , Human Rights Policy	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Board diversity: https://www.gamesysgroup.com/investors/corporate-governance/ ; Employee diversity profile: https://www.gamesysgroup.com/media/1822/gamesys-kpis-2020.pdf	
	405-2 Ratio of basic salary and remuneration of women to men	AR 2020 page 45 (UK gender pay gap)	UK employees account for 62% of the workforce.
Non-Discrimination			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries 103-2 The management approach and its components 103-3 Evaluation of the management approach	AR 2020 pages 44, 45 and 50 and https://www.gamesysgroup.com/investors/corporate-governance/group-policies/?year=2020 , Human Rights Policy	

Referenced GRI Standard	Disclosure	Location	Comment
GRI 406: Non-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	AR 2020 page 50-51 (0 incidents)	Human rights breaches include incidents of discrimination.
Public Policy			
GRI 415: Public Policy 2016	415-1 Political Contributions	AR 2020 page 114	
Customer Health and Safety			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries 103-2 The management approach and its components 103-3 Evaluation of the management approach	AR 2020 page 38-41 and https://www.gamesysgroup.com/sustainability/player-wellbeing/	
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	https://www.gamesysgroup.com/sustainability/overview/	
Marketing and Labelling			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries 103-2 The management approach and its components 103-3 Evaluation of the management approach	AR 2020 pages 39-40 and https://www.gamesysgroup.com/sustainability/player-wellbeing/	
Customer Privacy			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundaries 103-2 The management approach and its components 103-3 Evaluation of the management approach	https://www.gamesysgroup.com/investors/corporate-governance/group-policies/?year=2021 , Privacy Mission Statement	