



Introduction to



dovetail  
GAMES

Our commitment  
to CSR



# Fiona Turner – Talent Acquisition Manager

- Joined Dovetail Games in 2016
- Taken on various roles starting in Reception & Facilities
- Now Talent Acquisition Manager finding the best talent to join Dovetail Games
- STEM Ambassador, Women in Games Ambassador and a Mental Health First Aider
- Champion for charity initiatives

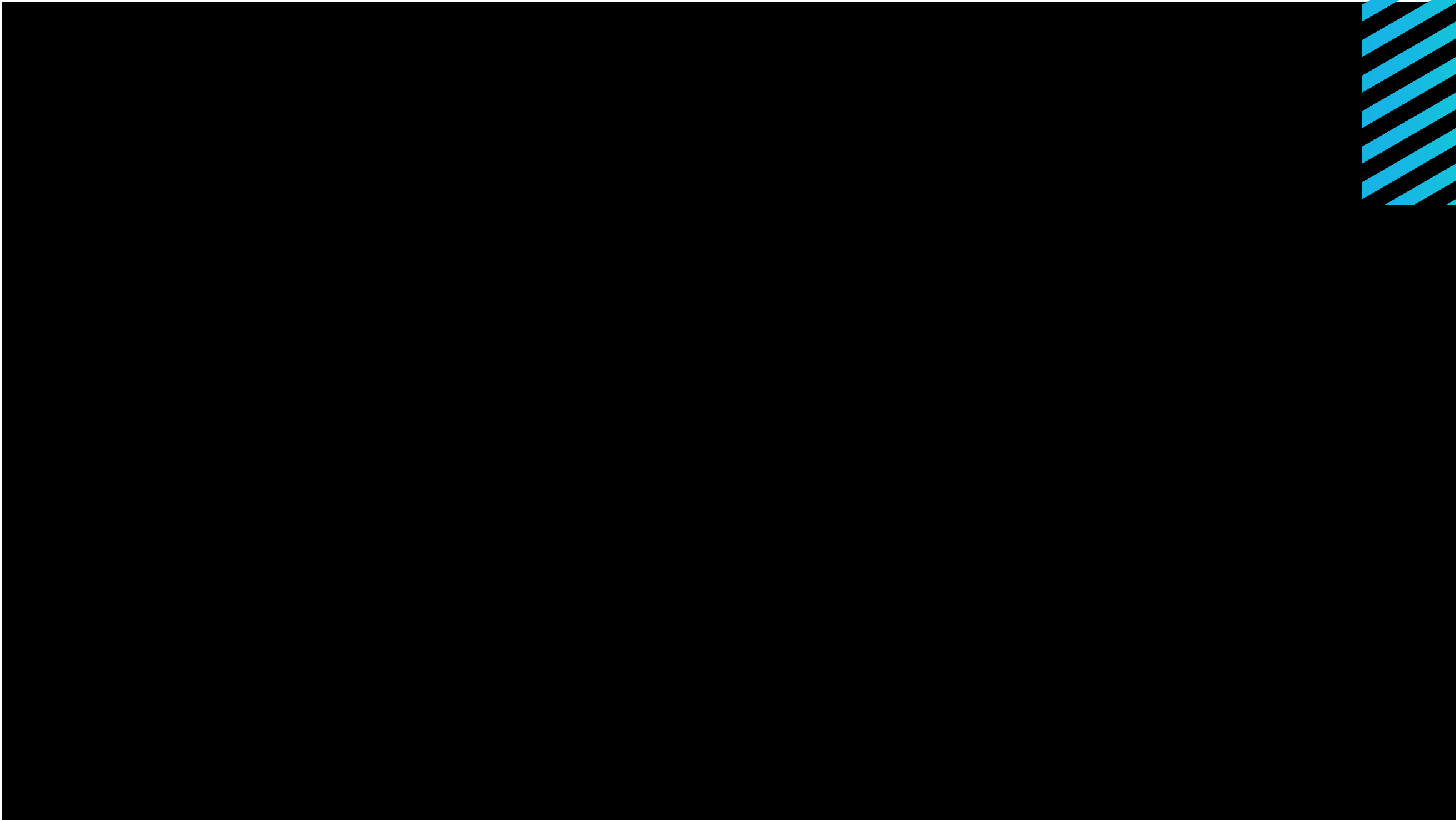


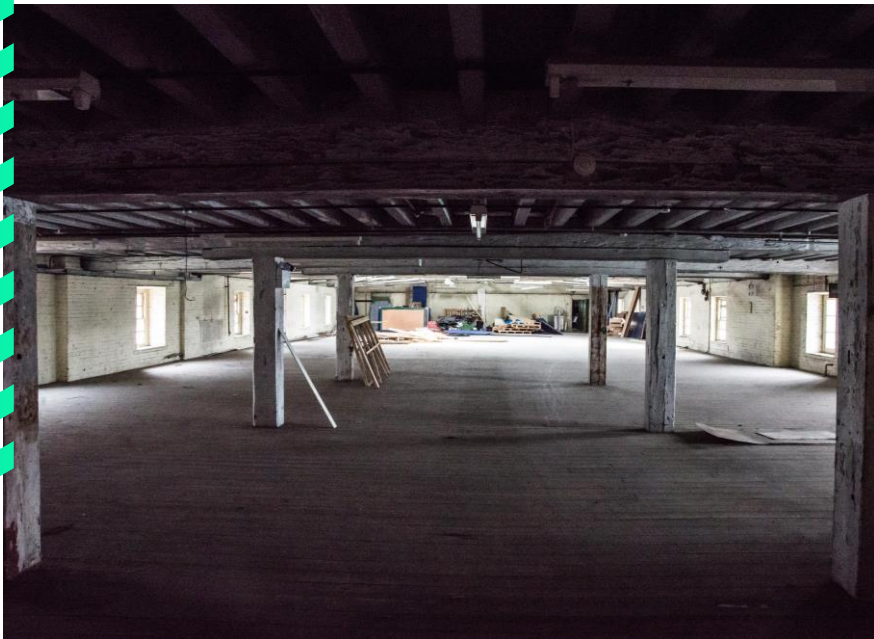


## ABOUT US

- We are a software developer creating authentic simulation titles situated just across the road in the Historic Dockyard, Chatham
- Moved in October 2018
- Our office is 17,500 square foot, sustainability for such a huge space was in mind when we moved in in 2018
- The building recently won The Royal Institute of British Architects (RIBA) South East Sustainability Award 2021 for this £8.2m preservation project.
- We employ 180 people across the UK & Europe







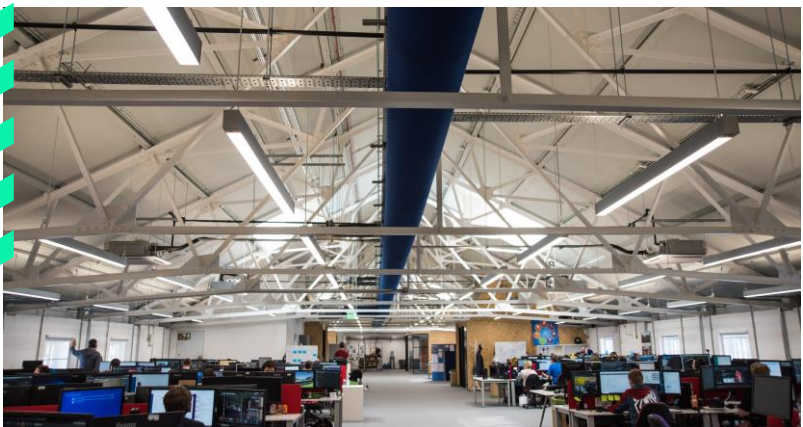
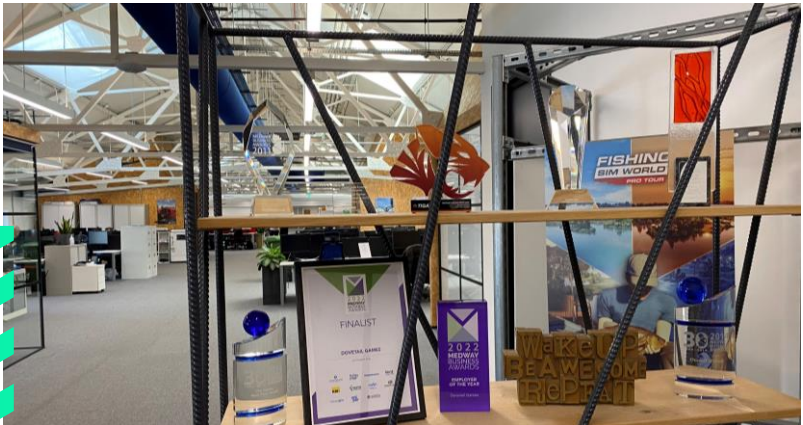
**WORK IN PROGRESS**

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# COMMITMENT TO THE ENVIRONMENT

- Using latest technology to run and operate heating.
- Controlled Lighting
- Secondary Glazed Windows
- Consolidated our UK & Scotland Offices in 2018 to reduce carbon footprint
- Work with specialists to accurately quantify our footprint and reduce our impact on the environment
- Set in our corporate goals at the beginning of the year to halve our environmental footprint.



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## ADDITIONALLY

- In house recycling
- Becoming almost entirely paperless using DocuSign
- Reusing furniture from previous office and upcycling
- Use of reclaimed wood from the Dockyard for our Reception Desk
- Sourcing furniture from local charity shops and local communities for our kitchen
- Benefits scheme with Edenred, including green car scheme with Tusker
- Cycle to work scheme
- Post pandemic hybrid working – reducing our carbon footprint
- Quarterly in person company meetings, other wise using Teams and Zoom for weekly meetings.





# Careers

## Our values

### Make fabulous stuff

We are **passionate** about crafting **high quality** simulations that **excite and engage** both experienced and new players.



### Continuously improve

We work as **one team**, communicating frequently, openly and honestly in the knowledge that when we work **together** great things happen.



### Enhance life

Our aim is to make software that **enhances life**. We don't make games that are addictive, promote gambling, glorify violence or are discriminator in any way. We would rather **celebrate the human condition** than devalue it.



### Walk tall

Proud of who we are, proud of what we deliver and proud of the world we live in.



## COMMITMENT TO ETHICAL RESPONSIBILITY

- Talks to local schools and colleges such as Medway College, Thomas Aveling, Greenacre and many more
- Work with Bemix who support people with learning difficulties into the workplace
- Work Experience
- Office Tours
- Recruitment Open Days





# COMMITMENT TO ETHICAL RESPONSIBILITY

- Collected wash items for the homeless to be distributed in Medway
- Reverse advent at Christmas that went to a food bank in Strood.
- We supplied 168 DAB Radios to Medway Hospital at the start of pandemic
- Ukraine charity walk, various distances and a medal for staff.
- Our CFO collected warm clothes and tents etc. to be taken to Ukraine
- Fill up stations for next in person meeting in October
- October in person company meeting collecting food for Medway Food Bank



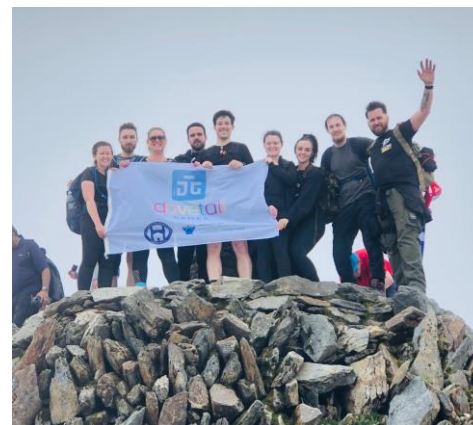


# DOVETAIL CHARITY OF THE YEAR





# A FEW FUNDRAISERS





# DOVETAIL DONATES & MATCH FUNDING

What do we hope to achieve?

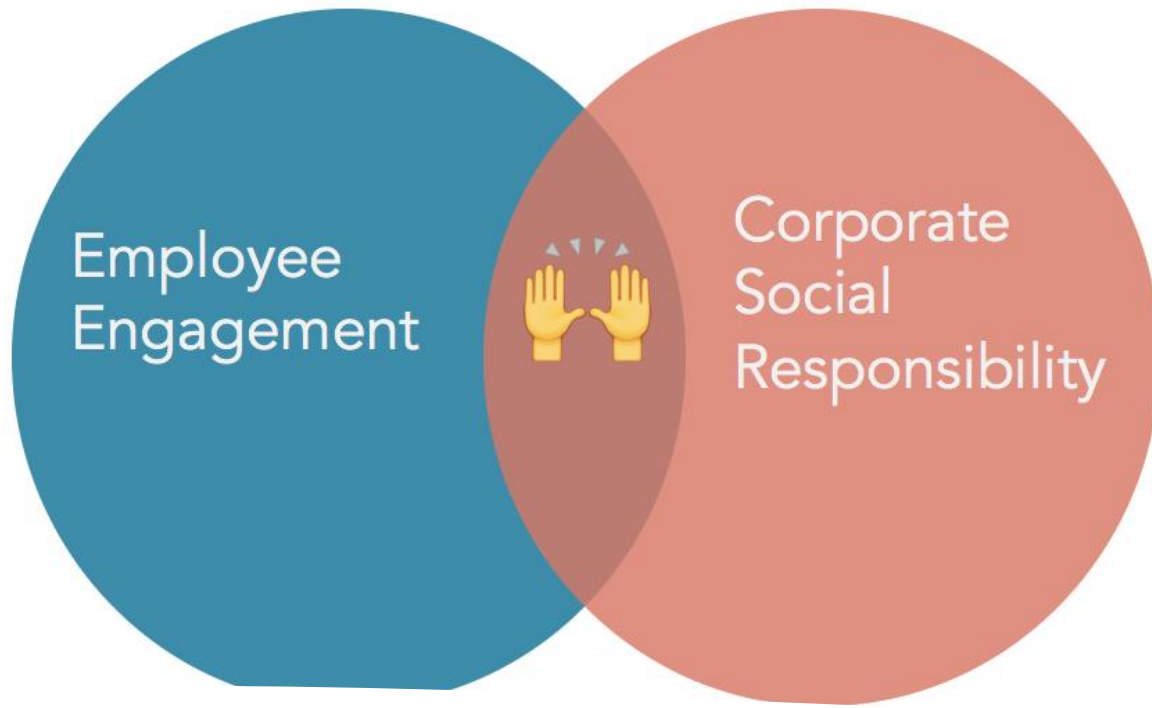
- CONTRIBUTE TO A WORTHY CAUSE
- BOND WITH OTHERS
- LEARN A NEW SKILL
- FIND A SENSE OF FULFILLMENT
- REACH YOUR GOALS

Dovetail Games will match the total each individual has raised in their event for our charity, up to a maximum of £250.00.



## CHALLENGES & BARRIERS

- Engagement has always been challenging so it was important to think of new ideas and ways to reach out to our people
- Pandemic and hybrid working has changed how we look at CSR
- Reaching out to national charities for Dovetail Donates
- Shouting about our efforts



## WHY IS CSR IMPORTANT?

- Attracting & Retaining Staff
- Can improve our player bases perception of our brand when we shout about what we do.
- A sign of accountability
- It can save money – players want to invest in an ethical brand
- Engage better with our communities



**QUESTIONS?**

