



AGA ESG Report—Member Survey

Thank you for participating in the 2021 Gaming Industry Environmental, Social, and Governance (ESG) Survey.

The AGA is collecting and collating member data to tell a comprehensive story about the industry's commitment to ESG, highlight member initiatives, and identify opportunities for growth in these important areas.

The AGA reviewed member-company ESG-related commitments and received feedback during the most recent association board meeting to identify common themes from our members' unique approaches to ESG. Based on this, the AGA intends to highlight industry ESG efforts around four core pillars:

1. Responsible Leadership.
2. Advancing Sustainability.
3. Strengthening Diversity and Inclusion.
4. Investing In Communities.

At this link [[hyperlink to a pdf of ESG Framework](#)], you may review a list of select, core issues included in each of the four ESG pillars.

We will take your response to this survey to develop an individual profile for inclusion in an industry ESG report and on AmericanGaming.org. You can view an example [here](#). The profile will be shared with you for approval before it is published and can be updated on a regular basis.

You may need to engage colleagues across your organization to complete the survey. Please collect all the information you need to complete the survey; there is not an option to partially complete and save.

If you have any questions, please reach out to Cait DeBaun, Vice President, Strategic Communications & Responsibility: cdebaun@americangaming.org.

Company Data

- 1. What company is this for?**
- 2. Who is completing this survey?**
 - a. Name
 - b. Title
 - c. Email
- 3. About how many full-time employees work at your company?**
 1. 0-100
 2. 100-1,000
 3. 1,000-2,000
 4. 2,000+
- 4. Which of the following best describes your company?**
 1. Commercial Casino
 2. Tribal Casino Operator
 3. Sportsbook Operator
 4. Diversified Gaming Supplier
 5. Independent Testing Lab
 6. Payment & Transaction Systems
 7. Other [specify]
- 5. Is your company publicly traded or privately held?**
 1. Publicly traded
 2. Privately held
- 6. Where is your company headquartered?**
 1. [Open End]
- 7. In which regions/territories does your company operate? Check all that apply.**
 1. United States – Northeast
 2. United States – Midwest
 3. United States – South
 4. United States – West
 5. Other, including territories (fill in)

ESG Strategy

- 8. Which of the following best describes the development of an ESG strategy at your company?**
 1. Our company has a comprehensive ESG strategy in place to address core issues included in responsible leadership, advancing sustainability, strengthening diversity & inclusion, and investing in communities.
 2. Our company has a strategy in place around some, but not all the above issue areas.
 3. Our company is in the process of developing an ESG strategy.
 4. Our company has no ESG strategy in place.

9. Check all that apply to your company's ESG communications and strategy.

1. Our company issues a disclosure on ESG issues outside of any required legal or securities filings (e.g., annual reports, CSR reports, etc.).
2. Our company has conducted at least one materiality assessment or other effort in the last five years to identify and prioritize ESG issues.
3. Our company has allocated resources to ESG-labeled initiatives in 2021.
4. None of the above

10. Does your company's ESG strategy align to any of the following third-party reporting frameworks? Check all that apply.

1. Global Reporting Initiative (GRI)
2. Task Force on Climate Related Financial Disclosures (TCFD)
3. Sustainability Accounting Standards Board (SASB) Standards
4. U.N. Sustainable Development Goals (SDGs)
5. International Integrated Reporting Framework (<IR>)
6. Other [fill in]
7. My company has not aligned its ESG, CSR, or sustainability reporting to third-party standards or frameworks.

11. Are ESG disclosures verified by an external assurance organization?

1. Yes
2. No
3. Other [fill in]

12. If available, please provide links to recent ESG, CSR, sustainability and/or D&I reports.

13. What best describes the evolution of ESG reporting at your company over the last five years?

1. Our company is reporting **more** information about ESG issues than we were five years ago.
2. Our company is reporting **less** information about ESG issues than we were five years ago.
3. Our company is reporting **about the same level of** information about ESG issues as we were five years ago.

14. Please provide a short quote of 1-2 sentences from your CEO or another appropriate c-suite executive describing your company's perspective, approach, or commitment to ESG.

The next section of the survey asks questions about your organization's efforts in each of the four ESG pillar areas we will be highlighting:

1. Responsible Leadership.
2. Advancing Sustainability.
3. Strengthening Diversity and Inclusion.
4. Investing In Communities.

Please provide as much information as you have available; you may have more to say in one section than another.

Responsible Leadership

This section focuses on your organization's efforts to uphold and advance responsibility by protecting and empowering consumers through responsible gaming programs; establishing and following rigorous business standards; training employees (e.g., spotting problem gambling patterns, suspected trafficking); and investing in research and partnering with advocacy groups.

15. Does your company have existing initiatives in any of the following? Check all that apply.

1. Responsible gaming and/or consumer education programs
2. Higher responsible gaming or marketing standards than regulations require
3. Responsible gaming requirements for suppliers
4. Support of, or partnerships with, academic or advocacy groups to advance responsible gaming or problem gambling services or awareness
5. Employee training to promote responsible gaming among patrons
6. Employee training to recognize and counter human trafficking
7. Support or partnership with advocacy groups working to end human trafficking
8. Other [fill in]

16. In 100-200 words, please describe your company's work to uphold responsibility, including initiatives in any relevant areas listed above – or provide links to reports, action plans, or case studies that already summarize the information.

Which areas are priorities for your company? If possible, please include any available metrics demonstrating recent progress and any quantifiable goals or commitments.

17. In 100-200 words, please detail one recent company initiative or program to advance responsibility in any relevant areas listed above – or provide a link to an existing case study or summary.

What were the objectives and outcomes of this project? Were there any lessons learned or best practices to share?

Advancing Sustainability

This section focuses on your organization's efforts to advance environmental sustainability by lowering carbon emissions or reducing resource consumption and waste.

18. Does your company have existing initiatives in any of the following? Check all that apply.

1. Deploying alternative energy solutions
2. Committing to carbon footprint reductions
3. Climate risk mitigation or adaptation
4. Water conservation
5. Energy efficiency
6. Food waste reduction
7. Plastic waste reduction
8. Sustainability requirements for suppliers and vendors
9. Other(s) [fill in]

19. In 100-200 words, please describe your company's work to advance sustainability, including initiatives in any relevant areas listed above – or provide links to reports, action plans, or case studies that already summarize the information.

Which areas are priorities for your company? If possible, please include any available metrics demonstrating recent progress and any quantifiable goals or commitments.

20. In 100-200 words, please detail one recent company initiative or program to advance sustainability in any relevant areas listed above – or provide a link to an existing case study or summary.

What were the objectives and outcomes of this project? Were there any lessons learned or best practices to share?

Strengthening Diversity & Inclusion

This section focuses on your organization's efforts to strengthen diversity and inclusion (D&I) by increasing board and management diversity; strengthening employee D&I; engaging diverse suppliers/vendors; and supporting racial and social justice efforts.

21. Does your company have existing initiatives in any of the following? Check all that apply.

1. Increasing board and C-suite diversity
2. Increasing access to career advancement for diverse employees
3. Engaging women- or minority-owned suppliers and vendors
4. Investing (i.e. partnering or providing philanthropic support) in educational institutions that support social justice or racial equity
5. D&I or unconscious bias training for employees
6. Changes in recruiting, promotion, and/or compensation practices to increase employee diversity, reduce pay gaps, or otherwise promote equal opportunity
7. Support for employees with family responsibilities (e.g., onsite childcare, parental leave programs)

8. Other(s) [fill in]

22. In 100-200 words, please describe your company's work to strengthen D&I, including initiatives in any relevant areas listed above – or provide links to reports, action plans, or case studies that already summarize the information.

Which areas are priorities for your company? If possible, please include any available metrics demonstrating recent progress and any quantifiable goals or commitments.

23. In 100-200 words, please detail one recent company initiative or program to advance diversity and inclusion in any relevant areas listed above – or provide a link to an existing case study or summary.

What were the objectives and outcomes of this project? Were there any lessons learned or best practices to share?

Investing in Communities

This section focuses on your organization's efforts to invest in communities by spurring economic development; delivering aid in times of crisis; expanding job opportunities, career development; and addressing critical community needs.

24. Does your company have existing initiatives in any of the following? Check all that apply.

1. Capital investment, local business support, and/or job creation in underserved communities
2. Support for community relief efforts during natural disasters, economic challenges, and/or the pandemic
3. Support for educational scholarships, entrepreneurial mentoring, and/or career development opportunities
4. Corporate philanthropy initiatives and partnerships to address community needs
5. Other(s) [fill in]

25. In 100-200 words, please describe your company's work to invest in communities, including initiatives in any relevant areas listed above – or provide links to reports, action plans, or case studies that already summarize the information.

Which areas are priorities for your company? If possible, please include any available metrics demonstrating recent progress and any quantifiable goals or commitments.

26. In 100-200 words, please detail one recent company initiative or program to advance community investment in any relevant areas listed above – or provide a link to an existing case study or summary.

What were the objectives and outcomes of this project? Were there any lessons learned or best practices to share?

Thank you for your time. We appreciate your thoughtful contribution through this survey. We will be in touch in the coming months with next steps and additional information.

If you have any questions, please reach out to Cait DeBaun, Vice President, Strategic Communications & Responsibility: cdebaun@americangaming.org.