

TSR Ltd Values Document

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Introduction

At **Tabletop Strategy Role-Playing (TSR) Ltd**, we are dedicated to crafting immersive and innovative role-playing experiences that ignite the imagination and challenge the mind. With a legacy rooted in the rich tradition of tabletop gaming, we specialize in creating intricate game worlds, dynamic storytelling, and strategic gameplay that bring players together in epic adventures.

Our passionate team of designers, writers, artists, and collaborators work tirelessly to deliver top-quality games and resources that inspire creativity and foster a sense of community. Join us on a journey of discovery, strategy, and endless possibilities—**welcome to TSR Ltd, where every game is a new adventure waiting to unfold.**

This document defines the values we live by and expect every employee to uphold, both in their work and in how they represent TSR Ltd within the global tabletop community.

1. Core Values

Our core values are not just words—they shape our culture, drive our decisions, and define our expectations for every individual at TSR Ltd.

1.1 Adventure

We craft experiences that inspire epic stories, emotional connections, and heroic journeys. Whether designing a world, solving a complex gameplay issue, or helping a colleague, we embrace challenges with curiosity and a pioneering spirit.

1.2 Innovation

We are creators, thinkers, and problem-solvers who push boundaries. Innovation is at the heart of our product design, internal processes, and community engagement. We welcome experimentation and reward smart risk-taking.

1.3 Inclusivity

We strive to build a diverse, welcoming environment for all. From inclusive character design to equitable hiring practices, we ensure everyone feels respected, heard, and empowered—inside the workplace and on the game board.

1.4 Quality

We deliver excellence. Every TSR product, from rulebooks to dice, reflects our commitment to high standards, integrity, and continuous improvement. We listen, refine, and take pride in getting the details right.

1.5 Passion

Our love for tabletop gaming fuels everything we do. We're not just employees—we're lifelong players, fans, storytellers, and game masters who bring authenticity and heart to our roles.

1.6 Heritage

We honour the legacy of classic tabletop role-playing games. By respecting the past and reimagining it for new generations, we carry forward the traditions of Gary Gygax and the pioneers who built the foundations we stand on.

2. Cultural Commitments

2.1 Staff Experience

As outlined in the *Company Handbook*, TSR Ltd invests deeply in the development, wellbeing, and success of each staff member. From structured **probationary reviews**, training sessions, and flexible working practices to long-service recognition and inclusive holiday policies, we create an environment where you can thrive.

2.2 Communication & Involvement

We believe the best ideas come from within. Through team briefings, surveys like *Your Voice*, and union or staff representation (e.g., GMB), TSR Ltd encourages **active staff participation** in shaping the business. We listen, respond, and evolve together.

2.3 Integrity and Conduct

TSR Ltd upholds **strict confidentiality, punctuality, and conduct standards** as described in our staff policies. Staff are expected to operate ethically and with professionalism at all times. Misuse of information, breaches of trust, or conduct violations will result in formal disciplinary action.

2.4 Recognition and Reward

We celebrate excellence through fair pay, **bonus schemes**, *Asda Stars* recognition, **staff discounts**, and benefits like **bereavement leave, pension contributions, and first aider allowances**. Hard work and commitment are not just noticed—they are rewarded.

3. Diversity, Inclusion, and Community

TSR Ltd is proud to lead by example in promoting diversity and inclusion across our games and workforce.

- **Game Design** – We integrate inclusive storytelling, characters, and mechanics that reflect the global community of players.
- **Hiring & Advancement** – Our practices are equitable and seek to eliminate bias. We welcome applicants from all walks of life.
- **Workplace Culture** – We foster a safe, respectful environment where differences are celebrated.
- **Training & Development** – Ongoing education helps staff at all levels learn how to lead inclusively.

“Our vision is to ensure that tabletop role-playing games serve as a bridge across cultures, building empathy and shared storytelling experiences.” – TSR Handbook

4. Our People Promise

We value the contributions, ambitions, and voices of our team. That’s why we commit to:

- Creating a workplace that supports **growth and creativity**
- Offering **development opportunities** tailored to your aspirations
- Fostering **collaboration, trust, and open dialogue**

- Respecting your **time, needs, and wellbeing**
- Holding ourselves accountable to the **highest ethical standards**

5. Your Role in Living Our Values

Every team member, from store floor to studio desk, plays a role in shaping TSR's future. We expect you to:

- **Lead with our values** in your daily work and decisions
- Speak up when you see something that conflicts with our principles
- Represent TSR Ltd positively in all forums, online and offline
- Support colleagues and help maintain a culture of mutual respect
- Stay informed and engaged—read the handbook, know the policies, and ask questions

6. Final Word: Be TSR

To **Be TSR** means more than knowing the rules—it means living the game.

- Adventure** boldly.
-  **Include** everyone.
-  **Innovate** relentlessly.
-  **Craft** with care.
-  **Play** with passion.
- Respect** the legacy.

Whether you're building a dungeon, drafting lore, processing payroll, or solving tech issues you are part of something magical.

Let's shape the next great chapter of tabletop gaming. Together.