

Environmental, Social & Governance (ESG) Responsibility Policy

Introduction

About this policy

Conducting sustainable, responsible operations is a key priority for Marketing + Technologies Group. Our mission is to promote and drive sustainability both within the communication sector and the wider environment through a platform that enables companies to realise their most ambitious marketing, events and communication objectives.

Ultimately, we believe that a responsible approach towards our companies, employees, solutions, suppliers and local communities as well as the environment and society is an essential part of our customers' and our own success. Given this vision, we have embedded ESG considerations across all stages of our involvement in a project and the way we conduct our business.

This policy sets out our approach to sustainability themes and will inform our ESG efforts moving forward. This includes, but is not limited to reporting, disclosures (both material and non-material), business practices, policies, procedures, investments, board activities, stakeholder engagement, and investor relations. Nothing in this policy shall be taken or understood to limit or reduce our current commitments, both legally and ethically.

Purpose of this policy

The purpose of this policy is to provide information about ESG commitments and our actions. It also offers a tool to encourage every member of staff and stakeholder to support our ESG goals.

This policy does not form part of any contract of employment or other contract to provide services, and we may amend it at any time.

Roles and responsibilities

Every member of staff has overall responsibility for the effective operation of this policy. Responsibility for overseeing its implementation is delegated to the board of director, HR department and sustainability officer. Suggestions for change should be reported to the board of director, HR department or sustainability officer. Line managers have day-to-day responsibility to support compliance with this policy and any questions about this policy should be referred to them in the first instance.

Scope

This ESG Policy was last updated in March 2023 and is subject to change as the firm considers necessary or advisable. Changes may be made at any time as government guidance develops.

This policy is reviewed regularly by the board of directors, HR department and the sustainability officer.

Our ESG commitment

Marketing + Technologies Group is committed to integrating ESG factors throughout its own corporate operations and we focus on matters that are meaningful to our employees, customers, local communities and other stakeholders. We seek to lead by example and apply our insights to drive change across our portfolio.

Environmental stewardship

- Measuring and reducing our environmental footprint resulting from our business operations, driving down our energy and carbon impact, and using clean energy in our corporate office
- Developing and implementing sustainability programmes committed to environmentally sustainable initiatives that deliver efficiency, value and health for our business, our people and the wider community
- Supporting the recommendations of the climate-related disclosure regulations for UK companies, even if these are not compulsory for our business. We also engage with our stakeholders and encourage enhanced disclosure on climate change, biodiversity, and the United Nations' Sustainable Development Goals (SDGs), including efforts to advance the underlying targets, such as those proposed by the Paris Agreement
- Encouraging our employees and stakeholders to reduce their impact on the environment by adopting more eco-conscious practices
- Actively promoting a paper-free office. We regularly support our clients by making all endeavours to be a digital-first business

Social responsibility

- Engaging with our employees to provide an inclusive, equitable, positive and diverse work environment that supports their professional development, as well as promoting a good work-life balance that prioritises their overall health and wellness
- Supporting initiatives that benefit human welfare and education. This includes skills training that advance our workforce talent
- Preserving and promoting the protection of human rights and welfare within our own business activities, as well as those of our supply chain, in accordance with our code of ethics, business conduct and supplier code of conduct.
- Driving social change in communities where we operate and engaging in a number of charitable activities every year

Ethical governance

- Promoting strong oversight, transparency and risk management at all levels of our organisation, ensuring the resilience and long-term preservation of value for our business
- Maintaining strong corporate governance practises through exemplary board stewardship, management accountability, and proactive risk management

- Following high ethical standards through a strong code of ethics and business conduct, as well as an executive leadership that promotes a culture of integrity
- Cultivating strong stakeholder relationships through transparency, open communications and responding to stakeholder input
- Establishing and regularly reviewing clear and effective governance for ESG, setting goals and establishing accountability

ESG integration in our operations

The integration of material ESG factors into our operations and business decisions is an important part of fulfilling our mission to help our customers realise their most ambitious marketing, events and communication objective.

Based on our experience, we acknowledge that consideration of ESG factors enhances our business assessment and helps us identify opportunities for transformation and value creation. We believe that our ESG program can strengthen companies, drive value and efficiencies as well as enhance returns. We also recognise that it helps to create better outcomes for our people and the community.

Stewardship

We regularly engage with our customers, employees and stakeholders as well as the industries we serve on ESG matters. As applicable, ESG matters are discussed and promoted through active engagement in initiatives that align with our ESG focus areas. Our participation in these activities contributes to informing about our considerations of material ESG factors to the industry and our communities.

Reporting

We are committed to being transparent with our customers, employees and stakeholders and members of our communities about our ESG initiatives, goals, progress and achievements. Our [sustainability report](#) provides updates regarding our ESG programme within the whole Marketing + Technologies Group on an annual basis. We value regular, frequent engagement with our stakeholders on ESG matters.