



EMG ENVIRONMENTAL, SOCIAL & GOVERNANCE POLICY

EMG is a global leading provider of broadcasting and audio-visual services active under multiple brands in 10 countries: France, Belgium, Netherlands, Germany, United Kingdom, Switzerland, Italy, Australia, the USA and Luxembourg. Each company is well respected in their field of expertise and renowned for their service delivery to the very highest standards in partnership with our clients.

MANAGEMENT COMMITMENT

This policy is endorsed by our global leadership team. Responsibility for the policy lies with the Group Chief Executive Officer. EMG has established group wide steering committees to regularly review how we can further improve our ESG activities.

ENVIRONMENTAL

We are committed to minimising our operational impact on the environment and are dedicated to promoting awareness of sustainability within our workforce, peers, and business partners. We have an ongoing commitment for a more sustainable business, and we are continually reviewing our activities to accelerate a clean and green culture.



We are setting a plan to do the following over the next 12 months:

- Become a frontrunner on sustainable tv and media production.
- Minimise waste and maximise the reuse and recycling of materials.
- Minimise our energy requirements through 100% renewable energy supply.
- Comply with all relevant environmental legislation, regulations and codes of practice.
- Identify KPI's, measure and monitor our key environmental data, in order to make incremental improvements.
- Work with our key suppliers, customers, and other stakeholders to develop and identify opportunities to improve environmental performance.

SOCIAL

We have a long-term goal to make EMG a great place to work and create a work atmosphere where discrimination is eliminated, diversity is encouraged amongst our workforce and across our Group of companies and employees are able to give back to their communities that are unique and meaningful to them.



We are setting a plan to do the following over the next 12 months:

- Reinvigorate our commitment to diversity, inclusion and belonging
- Provide learning for our employees to increase their awareness of their own bias and assumptions and their contribution to a diverse and inclusive work environment
- Strengthen our recruitment and selection process such as through the use of inclusive language in job descriptions, including training for hiring managers carrying out interviews
- KPIs – Gender, age, and disability.
- Partner with organisations who will assist in extending our reach to a diverse pool of candidates
- Encourage community involvement by introducing a volunteering policy

GOVERNANCE

We have governance measures in place for Anti-Corruption, Anti Bribery, Modern Slavery, Compliance to the EU General Data Protection Regulation. EMG and its entities comply with the SAPIN II legislation. This French anti-corruption law addressing transparency, anti-corruption, and economic modernisation, also known as the SAPIN II law.

MANAGING AND REPORTING

EMG are committed to recording and reporting our emissions. We are currently calculating baseline emissions across the group for 2022 with the intention of committing to a long-term Net Zero emissions target in the future. All our emission reports will be published internally and externally in March 2023 for full transparency.

ENGAGEMENT

This ESG policy is available to all interested parties via our company websites. We will communicate this policy, our environmental performance and other relevant environmental information to our employees. EMG are dedicated to ensuring all employees undergo carbon literacy training and completed an inhouse Climate Change fundamentals learning module. We will consider staff suggestions to improve environmental performance and implement these where practical.

REVIEW DATE

the next review date will be 1st March 2023.



Shaun Gregory

Chief Executive Officer – EMG

June 2022