



Environmental Social & Governance Report

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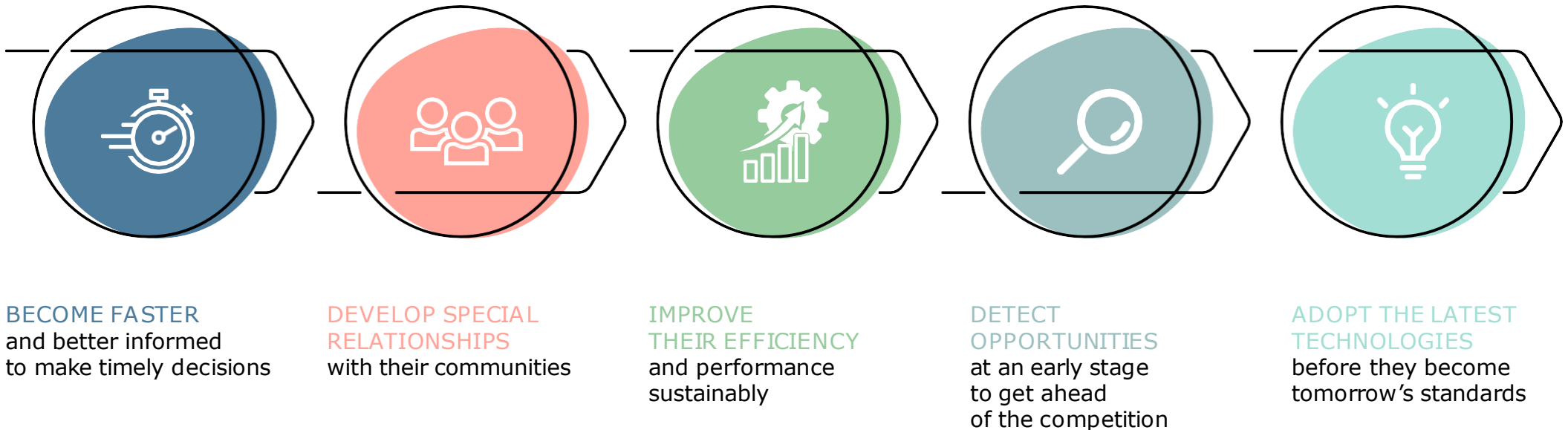


*ESG stands for « Environment, Social & Governance »

**For better readability, the simultaneous use of the linguistic forms male, female and diverse (m/f/d) is omitted. All personal designations apply equally to all genders

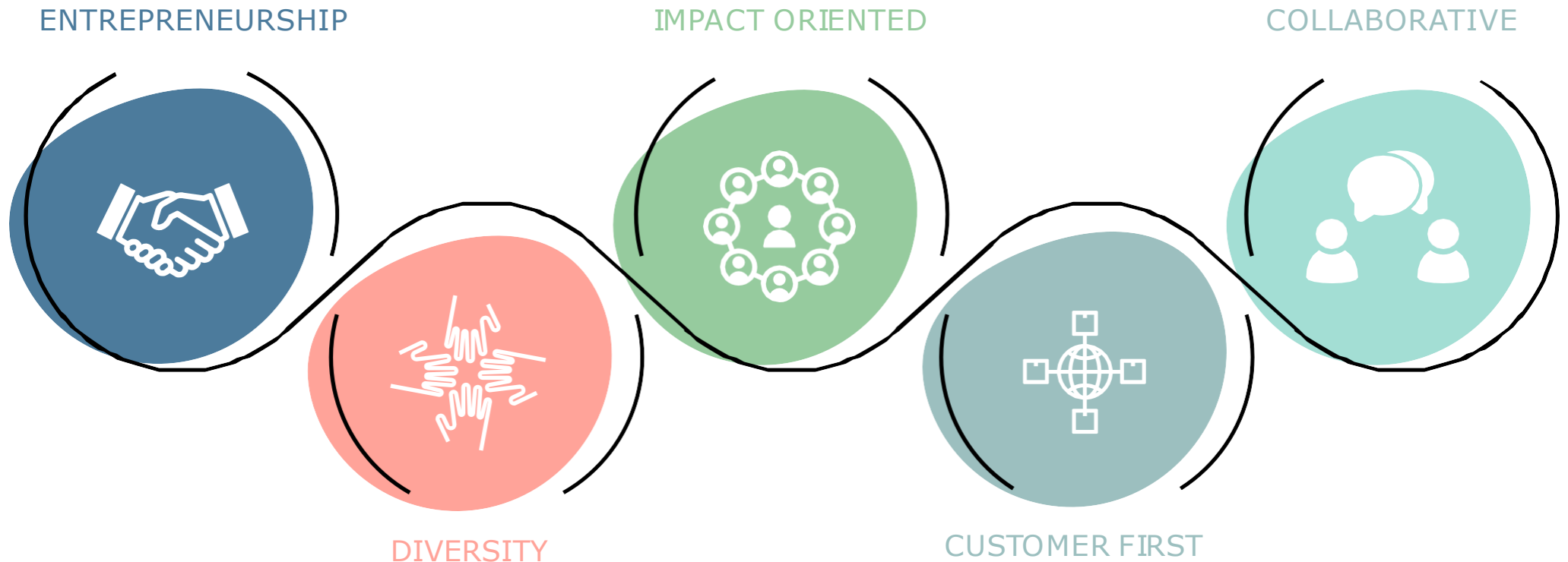
OUR PURPOSE

Infopro Digital's purpose is to help professionals and businesses succeed in an increasingly complex and digital world



OUR MISSION AND VALUES

We create information and technology solutions to connect professional communities



Helping professionals and businesses succeed in an increasingly complex and digital world is in our DNA. We create information and technology solutions to connect professional communities.

We have been committed for many years to a relationship of trust and transparency with these communities as well as with our employees and our stakeholders.

We believe it is essential to place our social and environmental responsibility policy at the heart of our corporate projects and all our activities. We empower people at Infopro Digital by encouraging responsible actions and innovation, to maximise our positive impact and provide our clients with the best possible tools for sustainable performance.

This report provides an overview of our initiatives in the field of Environment, Social and Governance, as we move towards even more ambitious commitments.

Christophe Czajka
Executive Chairman & Founder



"We have been committed for many years to a relationship of trust and transparency with our client communities as well as with our employees and our stakeholders."

OUR APPROACH

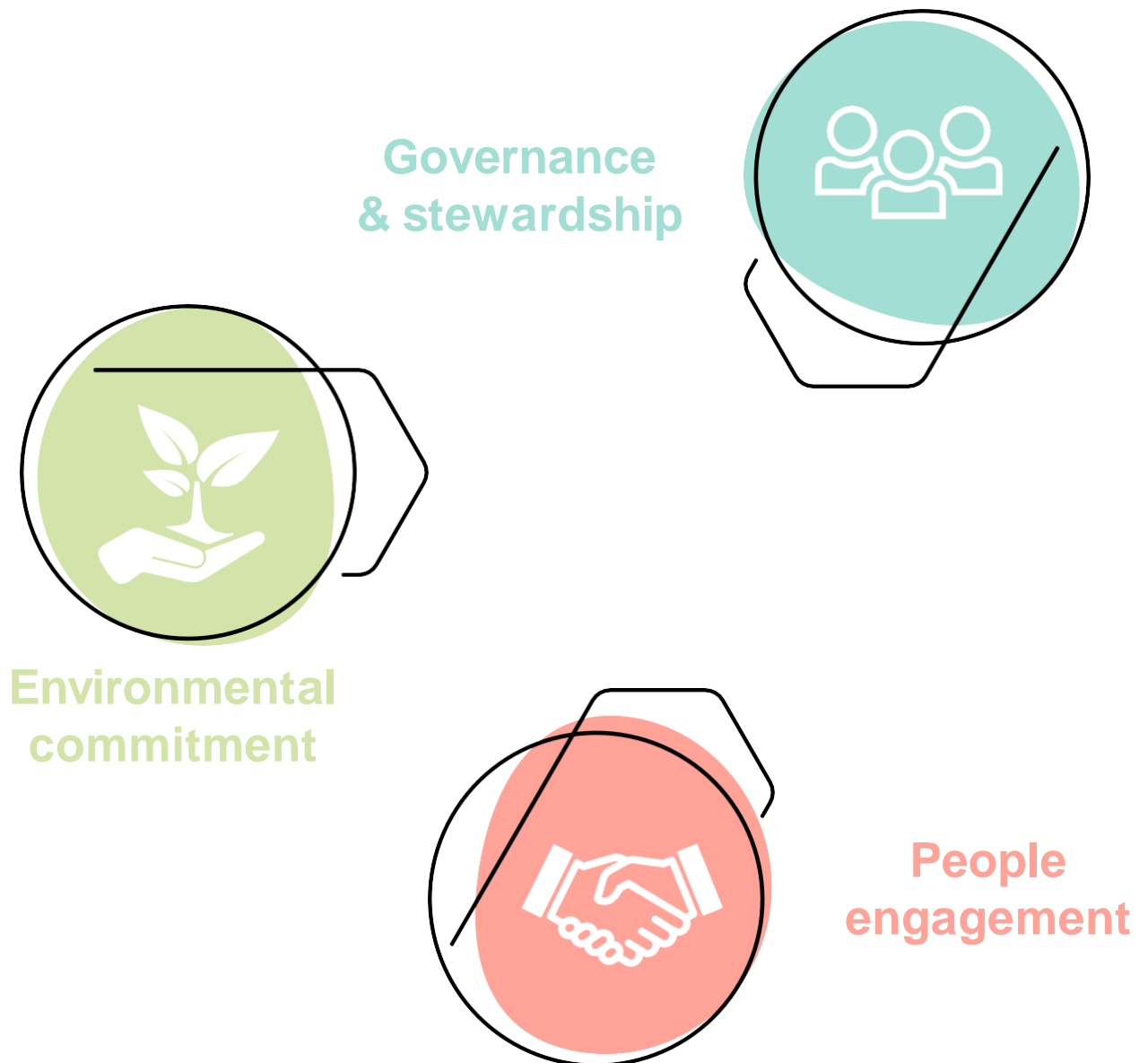
We have chosen to benchmark ourselves against the [SASB Materiality Map®](https://materiality.sasb.org/) to identify sustainability-related topics specific to the Services and Technology & Communications industry.

Infopro Digital's material ESG impacts were identified and are laid out in this report.

A formalised ESG roadmap was subsequently outlined, and we endeavour to follow our key actions through company-wide KPIs.

We have set up an ESG Board tasked with steering and monitoring our ESG actions.

[Link to SASB Materiality Map: https://materiality.sasb.org/](https://materiality.sasb.org/)



ENVIRONMENTAL COMMITMENT

The world is facing significant sustainability gaps: climate change, waste, biodiversity, deforestation and scarcity are threats to present and future generations.

These gaps need to be addressed urgently.

At Infopro Digital, we identified primary areas of focus where action would make a strong difference to our environmental footprint. We therefore strive towards objectives of decarbonisation, product and equipment lifecycle control and global site and employee footprint reduction.

We are committed to deploying meaningful actions over the years to come.



OUR 5 KEY ENVIRONMENTAL OBJECTIVES



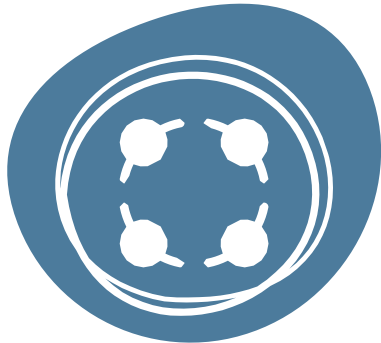
Increase environmental awareness among our employees and stakeholders



Control our digital carbon footprint



Improve management of our water, waste and transport-related GHG emissions



Make our sub-contractors part of our responsible purchasing policy



Accelerate the sustainability of our business events

OUR « SMALL STEPS » ECO-CITIZEN PROGRAM

We believe that promoting eco-citizen habits both in and out of the office (while commuting, travelling...) will have a significant impact on the environment. We have launched a «small steps» program based on a participative approach that involves our employees and endorses their initiatives: small streams form large rivers.

Since 2015, we have taken multiple swift and tangible actions to push for greener buildings.

In the last three years, 60% of the Group's workplaces have taken specific actions to reduce energy consumption, either through employee awareness programs or technology and equipment upgrades. We have already identified further initiatives which will be deployed through the Group in the coming three years.

GOAL	Reduce water and energy consumption	Improve waste recycling and traceability	Reduce our transport-related GHG emissions
INITIATIVES	<ul style="list-style-type: none"> Optimised management program of HVAC systems Lighting enhancement (sensor lights, LED...) Purchase of energy efficient/auto-sleep IT devices (servers, printers, switches, laptops...) 	<ul style="list-style-type: none"> Acquisition of paper compactor Direct contracts with recycling companies for better traceability 	<ul style="list-style-type: none"> New car policy with more hybrid/electrical vehicles New tools & enhanced equipment for video-conferences Teleworking as a mean of emissions reduction
OUTCOME (*)	Within 3 years (2018-2020): Electricity: - 9% Kwh used Water: - 51% m3 used	Recycled volumes at HQ: 56 T in 2019 vs. 21 T in 2018 (+167%)	-21% g/Co ² gas emissions for new business cars (2018-2020)

(*) KPIs given for French headquarters. Not adjusted for Covid-19 impacts.

OUR « SMALL STEPS » ECO-CITIZEN PROGRAM

Infopro Digital strives to reduce the footprint of its operations and of its indirect sourcing activities

Infopro Digital's French headquarters are certified ISO 14001 for their Environmental Management System. Certification brings a framework for best practices



Since 2015

- The certification scope covers the creation, production process control and marketing of our activities in France
- Our approach is simple, effective and structured: planning, doing, checking (or studying) and acting
- Tailored to meet our environmental impacts, our Environmental Management System supports our action plans and is also used as a vehicle for positive changes

Involving our internal and external stakeholders is a pre-requisite for the success of our environmental sustainability

- Learning from each other - workshops are organised with ~20 volunteers across various business units and geographies to share experiences, lessons and best practices
- Educating new joiners on 'eco-citizen' behaviour
- Local audits conducted by internal teams (e.g. waste sorting)
- We are accelerating our sustainability journey by working towards sustainable suppliers and alternative sourcing options



- Introduce ISO 14001 approach to all sites over 1,000m²
- Enhance our sustainable purchasing strategy by monitoring our top suppliers' ESG performance

A COMMITMENT TO REDUCE OUR DIGITAL CARBON FOOTPRINT_____

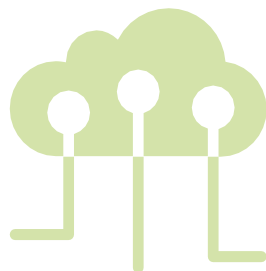
Infopro Digital has set sustainable IT goals to address its main digital impact areas

Data storage and render

Expanding data-driven activities makes data storage a growing risk for the years to come, all the more as we are facing a sharp rise in data volumes and usage.

- Our strategy over the past years has been to consistently migrate our infrastructure to the cloud, by collaborating with external vendors offering us access to the latest technological innovations in a secure environment
- Our cloud migration program allows horizontal and vertical scalability that creates agility in our infrastructure capability: we size our server footprint based on our actual needs with no waste of infrastructure. This footprint reduction extends to failover infrastructures, as redundancy is built into cloud-based infrastructures

When it comes to our hosting partners, we strive to collaborate only with providers with a green certification and to make environmental aspects a pre-requisite for new contracts.

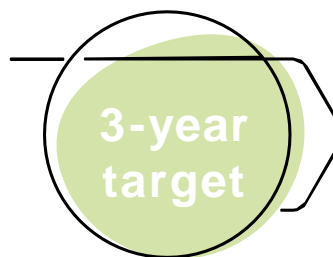


Memory management

We are putting ecodesign at the heart of the creation process of our products from the UX Design stage to the software architecture and coding stage, to conceive applications that use machine resources in an optimised manner.

Email management

While emails remain a well-established one-to-one communication platform, their negative carbon footprint has now become a concern for the environment. As part of our three-year road map, we plan to optimise emails' distribution of our marketing activities while raising awareness amongst our employees.



- Set up targets for the Group's digital carbon footprint (scope 1 and 2)
- Combine convergence of product software platforms and of hosting platforms
- Define tools to monitor the energy consumption of our vendor data centres

GREENER EVENTS AS THE NEW STANDARD

We are implementing sustainable development principles to lower our events' ecological footprint

Events are a unique opportunity to bring together stakeholders, peers and customers and create meaningful interactions in industries. Events can have a significant environmental footprint, that is why we are committed to making them greener.

Rely on environmental analysis

The starting point of our approach was to acquire a broad vision of our environmental footprint, by gathering data on waste and energy consumption indicators for our main tradeshow.

This study identified 5 significant environmental risks:

- 1 | Waste (including carpets)
- 2 | Facilities (including booths energy and water)
- 3 | Transport and accommodation
- 4 | Marketing tools
- 5 | Catering

Work with our suppliers and venues

We have put in place a constructive dialogue with venue sites and suppliers to reduce the environmental footprint of our events with an action plan that includes:

- ESG workshop for trade shows to gather expertise from various business units
- Initiatives to reduce waste such as carpet-free events, reusable booths and car sharing arrangements for visitors

Encourage hybrid events

The Covid-19 crisis has shown that virtual and hybrid events work. These new formats are well-positioned to reduce events' environmental impacts while reaching a larger community of professionals and a more diverse audience.

We invest in all-in-one technological solutions to organise virtual and hybrid events.

Examples of initiatives already implemented in the Group

Some of our initiatives

- | Use of less impactful materials (all the stands were made of oriented strand board)
- | 100% LED lighting on stands
- | No carpeting in the aisles and common areas
- | Elimination of paper invitations

Waste reduction and recovery

- | Regular collection of meals throughout 2019 by our partners who redistribute them to associations
- | On-site sorting of paper/cardboard, glass, bio-waste, etc
- | Use of packaged stands (rented equipment, numerous rotations) instead of built stands



3-year target

- Structure the approach by building tools and assessing the carbon footprint of trade shows and events, to address the net zero carbon industry pledge
- Introduce an ESG evaluation grid to assess and monitor our partners' performance



Professional equality and inclusive hiring, regardless of origin, nationality, gender, sexual orientation or individual situation, are fundamental to the Group's social policy. Conscious that diversity is one of its most valuable assets, Infopro Digital has made skill acquisition and development one of the major axes of its human resources policy.

At Infopro Digital, we have put measures in place to protect the safety and quality of life in the workplace as well as the balance between the personal and professional lives of our employees. We strongly believe that this is a key factor of individual fulfilment and therefore of our collective success.

Together with our employees, we are proud to report many sustainable initiatives throughout our businesses and countries to foster and support equal opportunity. As we are determined to accelerate the impact of our engagement, we have decided to create a Charity Committee within the ESG Board.

OUR 4 KEY PEOPLE OBJECTIVES



**Generalise our programs
in people development
and retention**



**Further reinforce our
already strong culture
of inclusiveness, gender
parity and diversity**



**Health and wellness
as a Group priority
for our employees**



**Embody and accelerate our social
and inclusiveness charitable action
through the Charity Committee of
the ESG Board**

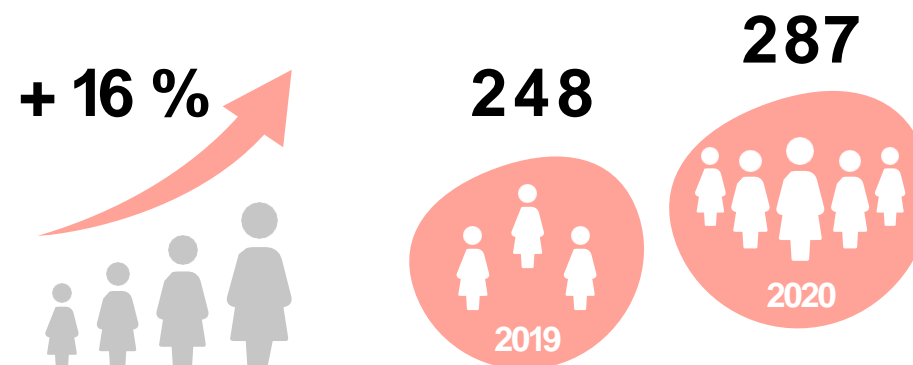
GENDER PARITY

An attractive workplace for women




We have as many men as women in the Group



Women in management positions

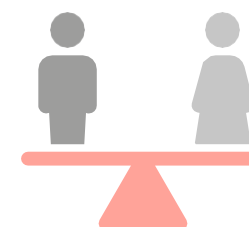


Gender distribution in management

	WOMEN	MEN	
EXECUTIVE COMMITTEE	4	10	29% 
TOP MANAGEMENT	39	91	30% 
MANAGERS	287	392	42% 

Women and men equality index in FRANCE

90 / 100



3-year target

- Define and track a women / men equality index for the Group
- 50% women in management
- 40% women in top management
- 40% women in the executive committee

DIVERSITY AND INCLUSION

We believe that equality of opportunity is a strength, and a diverse workforce our strongest asset

Total employee number

3,700

figure as
of December 2020
17 countries

Number of nationalities



Promote diversity at all levels



The Group is committed to enforcing non-discrimination practices in its recruitment processes. We have developed a process for managers in which we outline good recruitment practices.

Inclusive work environment practices

51

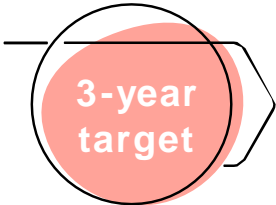
people with
disabilities hired
in 2020



The Group is committed to implementing workstation adjustments when necessary

Inclusive recruitment policy

“ Infopro Digital is committed to a policy of equal opportunities, from the hiring stage to the career development of its employees. The job offers are open to all, including people with disabilities. ”



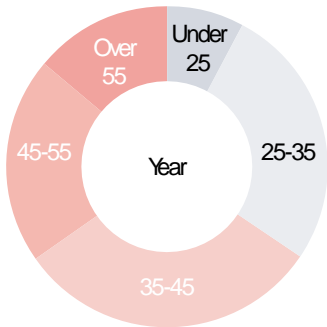
A very well balanced age pyramid

21%

< 30 years old
(% of employees
under 30 years old)

19%

> 50 years old
(% of employees over
50 years old)



Young professional training

123

Internships & apprenticeships in 2020



- Maintain the ratio of junior and senior employees
- Accelerate diversity and inclusion hiring programs in all countries
- Increase by 50% the number of employees with disabilities
- Reach 300 interns and apprentices in the workforce

EMPLOYEE ENGAGEMENT & CAREER DEVELOPMENT

Employee career development and success is one of our main preoccupations

We build a stimulating, rewarding and pleasant work environment

Best Recruiter Label

We are recognised as one of the "Best recruiters" in the technology area in France.

The Group is ranked 6th French software publisher by EY.

Infopro Digital is also in 10th place in the top 500 technology companies in France.

These distinctions make Infopro Digital employees proud of their company.



Palmares Magazine
Capital
Ranked 35th in France

TURNOVER RATE

12.4%



WAGES

All our employees are paid more than the minimum wage in their respective countries

We offer career plans and multiple opportunities to retain talent

49%

of our employees have at least 5 years' tenure within the Group

PROMOTIONS

296

the number of employees who were promoted in 2020

INTERNAL MOBILITY

6%

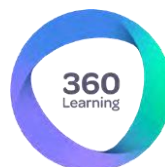
of recruitments are internal mobilities

We emphasise the importance of skills development and training

18,961

training hours in 2020 > 5h / employee

Our training plan focuses on core skills
2020 focus: management, business and digital skills.



The Group has developed a learning management system (LMS) which will be deployed in all countries in the coming years. The learning platform offers bespoke online training to acquire digital skills.

The aim of the platform is to offer an individual path for employees with our own content. In the UK, the LMS has already been deployed: there are 60,000 courses available with a mixture of video, interactive and standard courses.

> Unlimited access to digital training content at any time for everyone

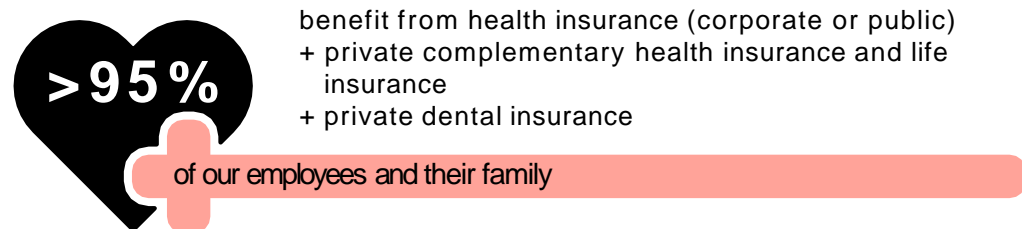
3-year target

- Maintain the turnover rate
- Increase internal mobilities to reach 10% of recruitments
- Increase the number of training hours per employee by 50%

HEALTH, WELLNESS AND SAFETY

At Infopro Digital, we care about people and believe it is our duty to encourage work/life balance

Health first: healthcare coverage and additional health benefits



RETIREMENT PROGRAM

Depending on the countries, the Group offers:

- | Private pension or provident funds
- | Pension scheme or state retirement plans

Prevention and wellness initiatives

Quality of work-life program: "We care"



- A monthly newsletter with tips to encourage wellness at work
- Weekly activities offered to employees: yoga, sophrology, etc
- Free consultation with psychologists
- Ergonomic work equipment
- Free vaccination campaign (FR, UK)
- Massage, nutritionist, safety training (UK)

A large catalog of sports activities



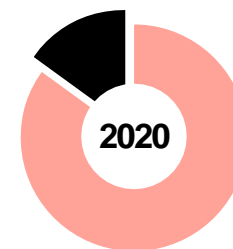
Thanks to our partnership with US Métro Sports, our French employees at the headquarters have free or facilitated access to running, badminton, zumba, muscle building, yoga, pilates and body attack classes.

Work/Life balance

- | Flexible working arrangement
- | In France, we have introduced a remote working agreement with all our employees
- | Gift certificates: religious holidays, family events (birth, marriage, etc)
- | Maternity Protection and Parental Leave Act
- | Support with childcare costs (up to 3 years old and 6 years old for children with disabilities) in France

Part-time contract can be set up for employees who request it

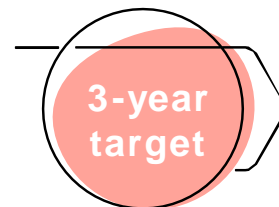
500
part-time



3,200
full time



Right to disconnect charter in France since 01/01/2019



- Encourage and extend the adoption of health and wellness initiatives across countries
- Extend the charter for the right to disconnect to the whole Group

CHARITABLE ACTION

At Infopro Digital, we support charities, which promote work as a tool of inclusion

Equality of chance

Nos Quartiers ont du Talent



The Group has been a partner for 4 years of Nos Quartiers ont du Talent, an association that works towards the professional integration of young graduates from underprivileged neighbourhoods.

We wish to deepen the Group's commitment to the association via the creation of branches throughout the territory, thus allowing all of the group's employees in the regions to participate. A mentorship program will be set up as well.

93

young people were supported in their employment search. They all signed their first work contract.



Inclusion



Infopro Digital is a partner of the DuoDay operation. We welcome to our premises for a day people with disabilities who wish to discover our day-to-day work. The duets formed with volunteer professionals help combine the discovery of the office world and the fight against unconscious biases.

Supporting charities

In the UK, we have developed the UK charity board where we regularly support:



CentrepoinT: helping vulnerable young people move on from homelessness.



THET: supporting health workers across the world.

We offer our employees and customers a chance to choose the charities that will receive donations from our company.

3-year target

- Accelerate our action through the sponsorship program of the ESG Board Charity Committee
- Focus on diverse hiring through the integration of senior, young, disadvantaged and disabled people into the workforce (employability)
- Support employee engagement through charitable endeavours

GOVERNANCE & STEWARDSHIP



As part of our commitment to business ethics and in compliance with national regulations, we maintain high standards across the full spectrum of our social, environmental and economic performance.



We endeavour to make sure these values drive the professional conduct of our employees and executives.

Specific governance and security policies address the Group's risks and priorities. Our whistleblowing procedure serves to ensure that any breaches of these rules are reported without fear of retaliation and dealt with.

To uphold governance standards and as an operational priority, Infopro Digital has implemented risk management systems and security processes that help protect our ecosystem and the data and integrity of our stakeholders.

Stewardship also means that Infopro Digital's capital allocation is directed to initiatives and products that address our clients' sustainability challenges.

OUR 3 KEY OBJECTIVES IN GOVERNANCE & STEWARDSHIP



Ingrain Groupwide good business practices into our day to day interactions with our stakeholders



Reach the highest risk management standards with a focus on our IT ecosystem and our data protection processes



Accelerate our capital allocation into products and services that help our customers reach their sustainability goals

ETHICS AND GOVERNANCE

Ethical code of conduct

- | Will set out the Group's ethical guidelines and best practices to follow our values based on honesty, integrity and professionalism
- | Our code will cover compliance such as employer-employee relations, inclusion, environmental risks, anti-bribery and social responsibility as well as data protection

Governance

- | Prevention of potential conflicts of interest via questionnaires to Directors
- | Delegations/limitations of power are managed with a focus on compliance targets
- | Fraud: we have set up third-party assessment and payment procedures (PtoP process implemented in 2021)

Anti-corruption and whistleblowing

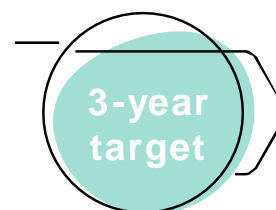
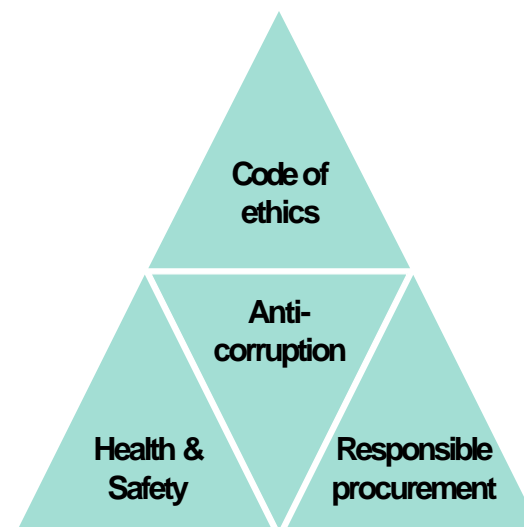
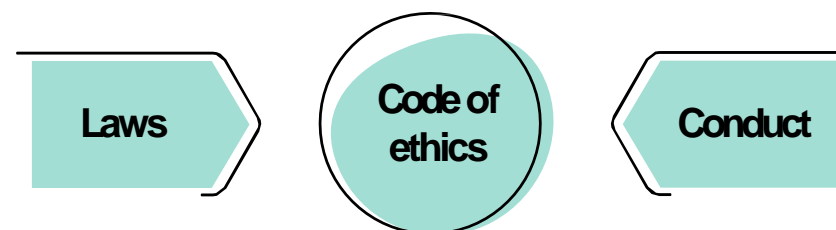
- | Our policy addresses typical business situations
- | Based on risk cartography / activity
- | Circulated to newcomers since 2018
- | Awareness communications remind our employees of the whistleblowing procedure

Health and safety procedures

- | Jointly managed by HR & dedicated Security Manager
- | Tailored to comply with local regulations
- | Following the Covid-19 pandemic, we have added a Business Continuity Plan Guide

Responsible procurement

- | We require our key suppliers to comply with our ethical principles by adding specific clauses to their agreements



- Implement an international e-learning program on compliance for all Group entities
- Monitor suppliers' responsible conduct through advanced procurement process

DATA PROTECTION



It is critical to our business that we protect the data we collect and manage it responsibly

We are standardising our data protection policies across our brands and geographies. Our Data Protection Officer conducts regular audits and reports to the Executive Committee.

Our data protection policies require that:

- | All employees are trained on GDPR via regular webinars and Q&As. All new employees are presented with this training in the weeks following their onboarding
- | Our mailings have functional unsubscribe links
- | Most sources of data collection have the 'GDPR information notice' and we are in the process of identifying those who do not and remedying

3-year target



- Extend regular phishing tests, GDPR and cybersecurity webinars to the wider group
- Standardise data collection processes throughout the Group
- Generalise GDPR and security compliance audit of our suppliers

RISK MANAGEMENT IS KEY TO PROTECT OUR STAKEHOLDERS__

We have put in place mechanisms to reduce systemic risks and improve safeguards that mitigate the impacts of a systemic failure

Risk mapping

The Group carried out a comprehensive risk mapping with the help of an external audit firm. Risks deemed major or significant have been the subject of an action plan presented to the Board.



The roadmap is monitored regularly by the Corporate Secretary with the identified risk carriers.

Examples of listed risk sheets:

- | Execution of non-compliant operations
- | IT service interruption
- | Theft, data loss and IT malware
- | Inadequate delegation scheme
- | Internal security for trade fairs/events (employees and visitors)
- | Difficulties in recruiting and retaining employees

For each risk we estimate

The probability and the impact it may have

The possible causes, the consequences and their impact

The list of current control actions

The actions to be taken in the future

3-year target

Continue regular updates of the risk management map and monitor preventative and remediation actions

IT AND DATA SECURITY

As our businesses operate on digital platforms and distribution systems, we must protect our ecosystem against potential IT security breaches from malicious and criminal entities

We have identified three types of cyber risks at Infopro Digital:

- | Critical data loss: data or identity theft, data access by unauthorised people, frauds or errors
- | Service breakdown: distributed denial of service attacks, data corruption, IT bugs or breakdown
- | Business «discontinuity»: viruses, destructive hacking, intentional alteration, black-listing from the outside world

Actions taken to manage risk:

- | Deployment of a Group Information System Security Policy conforming with ISO 27001 good practices
- | Annual IT Risk Analysis campaign (self-assessment questionnaires) for the 53 physical sites of the Group
- | Maintenance and testing of the Group's network security and resilience
- | Regular staff training: phishing tests, GDPR & cybersecurity webinars and diffusion of cybersecurity awareness newsletters
- | Strengthening user access rights: we are progressively setting up a multi-factor authentication for all VPN accesses and Office 365 privileged accounts
- | Implementation of Data Loss Protection (DLP) on Office 365 to detect the exfiltration of sensitive data
- | Monthly monitoring of KPIs through security dashboards and committees
- | Continuous monitoring of emerging threats



More than

80% of suspicious emails received are blocked by our anti-spam tools

= 1 million per day

Top priority of the Group

Quarterly security committees with top management and the various security ambassadors

WE INVEST IN PRODUCTS THAT HELP CUSTOMERS DRIVE --- THEIR SUSTAINABILITY

The management of ESG challenges is core to our software, content and events' strategy

Software

Red-On-Line is a content and software platform used by our customers to enhance their Environment, Health and Safety compliance and risk management.

The platform offers a unique EHS legal expertise with global coverage.

Over 100 legal specialists update the EHS content database on a daily basis, and support customers to better understand regulations and be compliant.

Information platforms

Established as a leading multimedia B2B information provider, Infopro Digital is a content expert in the field of ESG, either through dedicated data or through ESG thematics displayed in 60 information platforms covering 5 communities - namely Insurance & Finance, Automotive aftermarket, Construction/Public, Retail, and Industrials.

Events

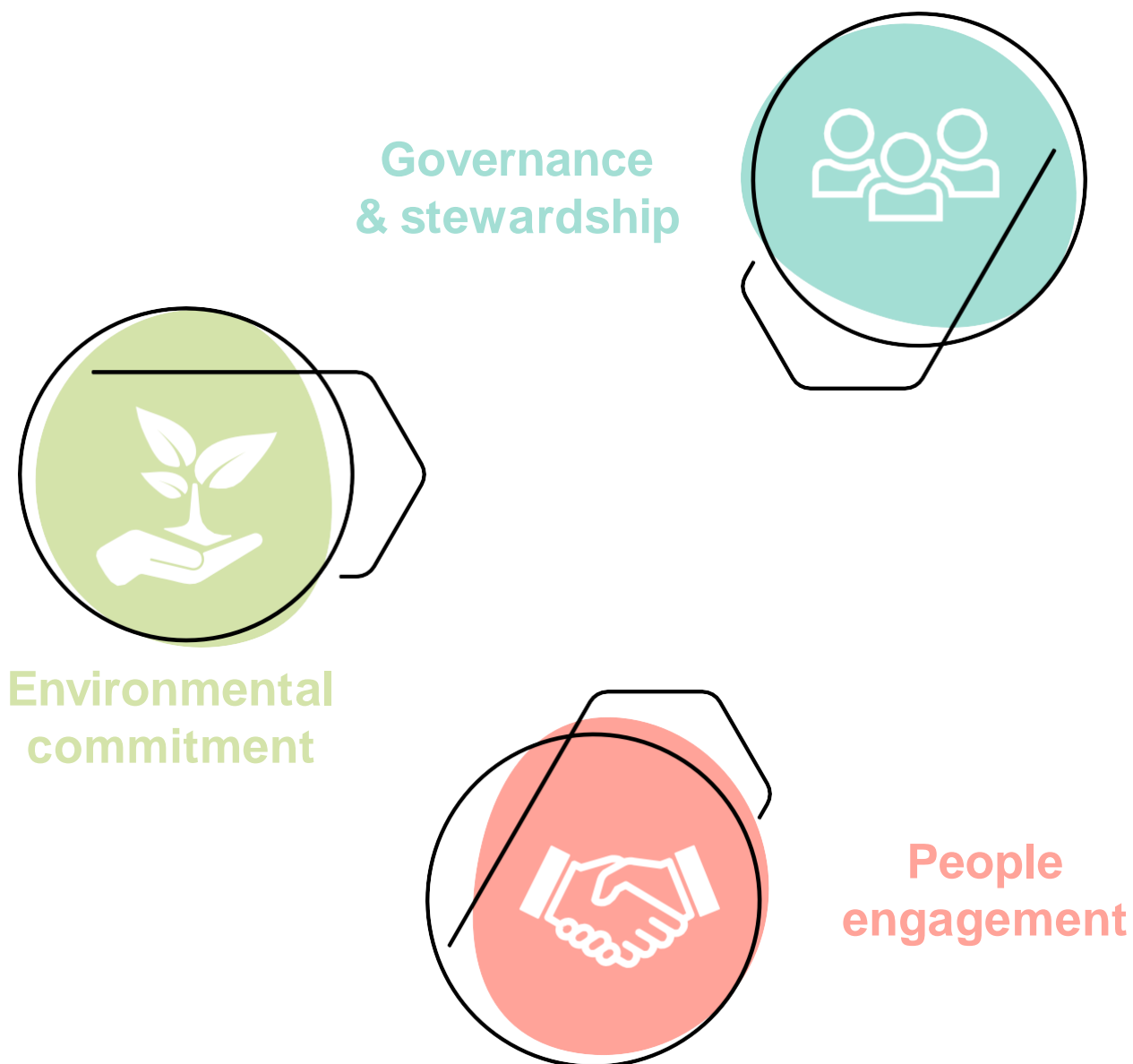
Amongst our 400 in-person events (congresses, conferences, summits, awards, training) some are must-have platforms that help our clients better understand emerging ESG challenges and develop adequate strategies.

All our organisers, speakers and instructors are entrusted with the responsibility of delivering accurate information and good practices to a diversified audience of professionals.

WHAT'S NEXT?

We have formalised an ESG roadmap based on the review of our footprint and current ESG initiatives.

We strive to complete the assessment of our global impact in the ESG theme, we are following our key actions through company-wide KPIs.



WE HAVE SET MEANINGFUL TARGETS AND WILL MEASURE PROGRESS AGAINST THEM



Environmental
commitment

MATERIAL ISSUES

WHERE WE ARE TODAY

BY 2024

ISO 14001

- Infopro Digital's French headquarters are certified ISO 14001 for its Environmental Management System

- Introduce our ISO 14001 approach to all sites over 1,000m²
- Enhance our sustainable purchasing strategy by monitoring our top suppliers' ESG performance

Carbon Footprint

- We are working on the first step towards monitoring our carbon footprint, by assessing our current impact
- We have already externalised most of our servers to hosting data centres
- We migrated our data to virtual servers and more energy-efficient datacentres

- Set up targets for the Group's digital carbon footprint (Scope 1 and 2)
- Combine convergence of product software platforms and of hosting platforms
- Define tools to monitor the energy consumption of our vendor data centres

Greener events

- Initiatives are developed for all trade shows and events

- Structure the approach by building tools and assessing the carbon footprint of our trade shows and events, to address the net zero carbon industry pledge
- Introduce an ESG evaluation grid to assess and monitor our partners' performance

WE HAVE SET MEANINGFUL TARGETS AND WILL MEASURE PROGRESS AGAINST THEM



People
engagement

MATERIAL ISSUES	WHERE WE ARE TODAY	BY 2024
Gender parity	<ul style="list-style-type: none"> • 42% women managers • 30% women top managers • 29% women in the executive committee 	<ul style="list-style-type: none"> • Define and track a women / men equality index for the Group • 50% women in management • 40% women in top management • 40% women in the executive committee
Diversity & Inclusion	<ul style="list-style-type: none"> • 21% junior • 19% senior • 51 people with disabilities • 123 interns and apprentices 	<ul style="list-style-type: none"> • Maintain the ratio of junior and senior employees • Accelerate diversity and inclusion hiring programs in all countries • Increase by 50% the number of employees with disabilities • Reach 300 interns and apprentices in the workforce
Employee engagement & career development	<ul style="list-style-type: none"> • Turnover rate: 12.4% • 6% of recruitments are internal mobility • 5 hours of training / employee 	<ul style="list-style-type: none"> • Maintain the turnover rate • Increase internal mobilities to reach 10% of recruitments • Increase the number of training hours per employee by 50%
Health, wellness & safety	<ul style="list-style-type: none"> • We have initiatives for the whole Group for physical activities and work life balance 	<ul style="list-style-type: none"> • Encourage and extend the adoption of health and wellness initiatives across countries • Extend the charter for the right to disconnect to the whole Group
Charitable action	<ul style="list-style-type: none"> • We have various involvement with several charities 	<ul style="list-style-type: none"> • Accelerate our action through the sponsorship program of the Infopro Digital Charity Board • Focus on diverse hiring through the integration of senior, young, disadvantaged and disabled people into the workforce (employability) • Support employee engagement through charitable endeavours

WE HAVE SET MEANINGFUL TARGETS AND WILL MEASURE PROGRESS AGAINST THEM



Governance
& stewardship

