



Our ESG principles *and* plan



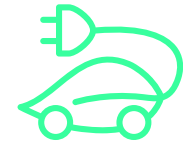
ESG at a glance

Environmental, Social, and Governance (ESG) are a widely held set of standards that we are using as a framework to improve our business. This visual provides a simple outline of what each category covers.

E Environmental



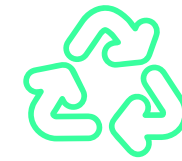
Climate change and greenhouse gas emissions



Energy efficiency and renewable energy



Water management and conservation



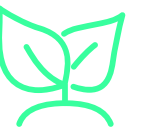
Waste management and recycling



Pollution prevention and control



Biodiversity conservation



Environmental risks and opportunities

S Social



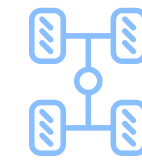
Labour and human rights



Employee diversity and inclusion



Occupational health and safety



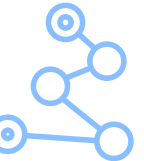
Supply chain management



Community relations and engagement



Consumer protection and product safety



Philanthropy and social investments

G Governance



Board composition and independence



Executive compensation and incentives



Shareholder rights and engagement



Ethical business conduct and anti-corruption measures



Risk management and internal controls



Transparency and disclosure practices



Stakeholder engagement and accountability

Doing the right thing at Moneypenny



Aiming to minimise the impact of our business on the environment



Working hard to maintain a unique culture of happiness in the workplace



Developing a comprehensive suite of governance policies communicated effectively



A very special HQ

Ground source heat pumps to regulate our building's temperature

BREEAM rated **'Very Good'** due to all our eco-friendly features

15,000 sqm biodiverse wetlands & outdoor space surround our HQ



Charitable work



Multiple fundraising initiatives including our co-founder's own expanding social mobility charity

Exemplary employee engagement



WorkL Workplace of the Year Awards 2021 Gold Winner



7x Best Company to Work For

Over a decade of continuous recognition as voted for by our own team

Health and wellbeing



Offer a **wellbeing room** and plenty of physical and mental wellbeing benefits

Robust data security



Numerous accreditations to demonstrate how seriously we take data protection

Open communication



Regularly communicate our business performance with internal teams and encourage employees to share their views

A workplace for all



Advancing **Equality, Diversity and Inclusion** across our Group

Environmental Principle

We aim to minimise the impact of our business on the environment

Where we are right now

- Conduct monthly audits of our UK corporate carbon footprint.
- Offer compostable cups for visitors and have segregated bins on-site.
- Offset our UK carbon footprint.
- Use our internal group, Ecopennies, to raise ESG awareness.
- Replanted our wildflower meadow, added bee hives, and planted trees.
- Reduce food waste with the help of our automated 'Grab 'n' Go' chat bot facility.
- Installed EV chargers for our employees to use.
- Certified as United Nations Climate Neutral.
- Planet Mark accredited and have taken the Race to Zero pledge.

Our Wrexham HQ, rated 'Very Good' by BREEAM, has many environmentally friendly features:

- Ground source heat pumps
- Motion-activated light sensors
- Rainwater harvesting
- Mix mode ventilation
- Garden waste composting
- Large wetland spaces

As of 2023, our Scope 1 & 2 emissions are carbon neutral in the UK and we offset our Scope 3 business travel emissions with Gold Standard carbon credits. We are currently calculating more aspects of our Scope 3 emissions and have started measuring emissions data for US operations as well. To find out more about the Scopes, read our appendix [here](#).

Social Principle

We aim to contribute positively to the lives of our team, the local community, and wider society

Where we are right now

- Officially accredited as a Great Place to Work-Certified organisation, and recognised as a Sunday Times Best Company to Work For seven times.
- Our facility restrooms are gender-neutral and have free menstrual products.
- Our facilities are designed to meet accessibility requirements for individuals with physical disabilities.
- Have programmes in place to provide mentorship, apprenticeships and internships for individuals from under-represented groups.
- Engage with local charities, including our co-founder's social mobility charity, WeMindTheGap, to provide work experience placements.
- Offer a Learning Management System that tracks training hours and sets baselines for improvement.
- Support employee-chosen charities and associated fundraising activities every year.
- Provide an on-site counsellor and 24-hour access to an online doctor.
- Give employees enhanced maternity and paternity leave.
- Are a menopause-friendly workplace.
- Offer a wellbeing room for team members to pause and reflect.
- Have a multi-faith prayer room.

Governance Principle

We want to be a fair, ethical, and inclusive business for all our stakeholders

Where we are right now

- Have Cyber Essentials Plus and HIPPA compliance for the US market.
- Regularly communicate business performance with our internal teams through Workplace from Meta and face-to-face meetings, and run a monthly business council for employees to share their views on the business.
- Publish our management board composition on our website.
- Developed a whistleblowing process.
- Achieve PCI DSS Level D and align ourselves with the CIS Security Standards Framework.
- Support employee-led initiatives around Diversity, Inclusion and Equality, such as Pride, Black History Month, International Women's Day, Chinese New Year, Mental Health Awareness Day, and Green Jumper Day.
- Certified as a Level 2 Disability Confident employer.

Making a difference: ongoing goals

Environmental

- Conduct a company-wide survey to understand home and commuting environmental footprints, in order to launch initiatives that reduce these in the years ahead.
- Aim to further decarbonise our office by introducing more eco-friendly protocols and educate our staff.
- Install a bicycle shelter to encourage more people to cycle to work.
- Grow our own fruit and herbs, with any produce used by our canteen and staff.

Social

- Track our teams' happiness at work.
- Build a wellbeing sensory kitchen garden with calming plants away from the office.
- Switch to Fairtrade certified products including tea and sugar, to become a Fairtrade Workplace.

Governance

- Work towards the top (Level 3) status of Disability Confident Leader.
- Audit suppliers on their own ESG policies through a supplier questionnaire and supplier code of conduct policy.

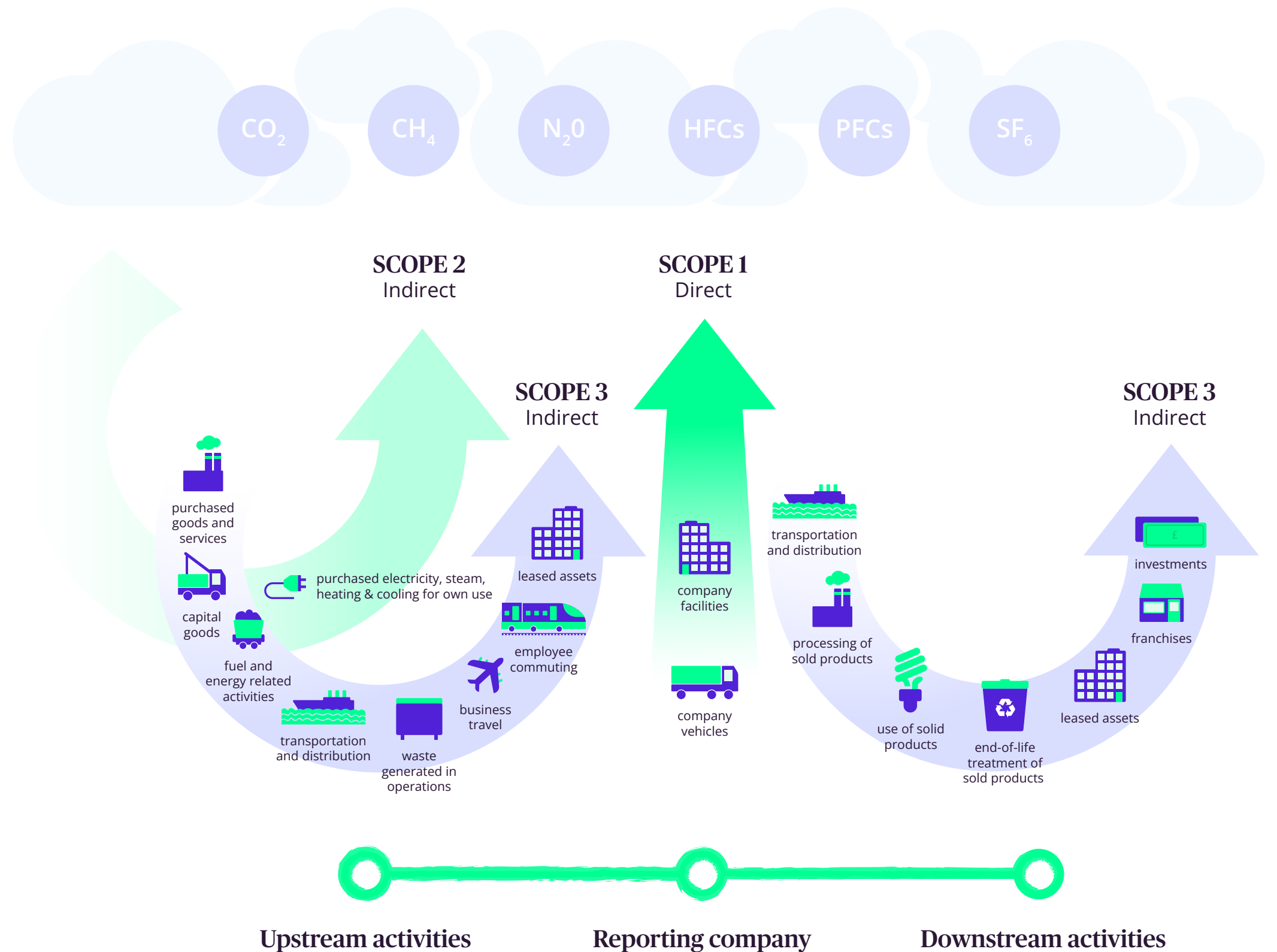


Appendix

The following pages expand on the UN's Sustainable Development Goals, and how Moneypenny's three Scopes are calculated as part of our pledge to become fully decarbonised.

What is net zero and how do we measure it?

As part of our UN climate pledge, we need to follow their three Scopes. These range from what we do ourselves in the building, to all the way up our supply chain. To achieve net zero, we need each Scope to be carbon neutral.



The three Scopes and how they apply to Moneypenny

We've already mentioned where we are with the three Scopes in terms of our UK and US operations, but here we've broken them down further to give some more context to the magnitude of decarbonisation.

Scope 1

Direct emissions from Moneypenny's activities.

These include:

- Refrigerants and other gases (air conditioning)
- Fuel used in company-owned passenger vehicles

Scope 2

Indirect emissions from produced electricity that has been purchased and used by Moneypenny.

These include:

- National Grid Electricity
- Electricity for UK electric vehicles

Scope 3

All other indirect emissions from Moneypenny's activities, which come from sources that we do not control. Scope 3 emissions are often the biggest share of a company's carbon footprint.

These include:

- Water supply
- Water treatment
- Waste disposal
- Material use (everything bought in: printer paper, food, marketing tools, etc.)
- Business travel – air & land
- Commuting – land
- Delivery vehicles and freight
- Hotel stays