

CENTAUR MEDIA PLC
ENVIRONMENTAL AND CORPORATE SOCIAL RESPONSIBILITY POLICY

WHY ENVIRONMENTAL AND CORPORATE RESPONSIBILITY MATTERS

Centaur is committed to acting ethically and with integrity in all of our business dealings and relationships. As climate change remains one of the greatest challenges of our times, Centaur recognises that being a responsible and sustainable business is essential to our success. We are also aware that key components of sustainability are our people and our approach to the wider community.

This Policy sets out Centaur’s commitment to maintaining a culture of environmental awareness and corporate social responsibility in relation to three key areas – environment, people and community and wider world – to ensure that we incorporate environmentally and socially responsible practices into the way we conduct our business.

WHO THIS CONCERNS

This Policy applies to all employees, officers, consultants, contractors, volunteers, interns, trainees, homeworkers, casual workers, agency workers and other individuals working for Centaur (collectively, “staff”) and aims to ensure that they act in a socially and environmentally responsible manner which aligns with Centaur’s business ethos at all times.

ENVIRONMENT

Although Centaur’s business as a provider of B2B information, events (primarily digital) and specialist consultancy means that our impact on the environment is less significant than that of businesses operating in many other sectors, we actively seek to minimise adverse environmental impact and promote good environmental practices where possible through the key areas of focus set out below.

Regulatory compliance

Centaur aims to meet or exceed the requirements of relevant legislative, regulatory and environmental codes of practice. This includes, for example, measuring Centaur’s carbon footprint by monitoring our energy usage in compliance with the UK government’s ‘Energy Saving Opportunity Scheme’, and also monitoring greenhouse gas emissions from our operations, details of which we publish in our annual report.

Sustainability and energy efficiency in the office

Our desire to promote sustainability and energy efficiency is reflected in our choice of office space. Our office is located in a modern, shared WeWork co-working building which, by its design, is conducive to good environmental practices. As a WeWork member, Centaur participates in and benefits from WeWork’s approach to sustainability, which spans four operational programme pillars – sustainability, energy, wellbeing and impact – and includes the following commitments¹:

- **RENEWABLE ELECTRICITY:** Sourcing 100% renewable electricity by 2025 and offsetting its Scope 1 emissions to become operationally carbon neutral the same year.

¹ Source: Sustainability at WeWork 2021 Member and Enterprise Client overview

- **SUSTAINABLE, EFFICIENT OPERATIONS:** Reducing energy and water use at all WeWork offices by 20% by 2025 (from a 2019 baseline) and reducing annual waste to 10kg per WeWork member per year.
- **ZERO PLASTICS:** Eradication of single-use disposable plastics from all WeWork offices, thereby reducing waste disposal and ocean pollution, as part of WeWork's Zero Plastics Plan launched in 2018.
- **WASTE AND RECYCLING:** Partnering with Creator Awards winner 'BioBean' in the UK to recycle four tonnes of coffee per month, which are turned into burnable logs; offering recycling bins and increased waste streams in all UK sites; and upcycling waste streams into new products and turning textiles and plastics into new office materials.

Alongside the waste reduction initiatives which Centaur participates in through WeWork, Centaur is actively reducing its use of consumable items and related waste such as paper and plastic, as part of our overall strategy to focus on our digital capabilities rather than print. Where print is concerned, waste reduction initiatives undertaken by Centaur include recycling printer cartridges where possible, and increasing the use of aqueous inks, which limit the release of volatile organic compounds.

Another key component of Centaur's commitment to more sustainable working practices is our adoption of a hybrid working model for all staff, resulting in fewer emissions from employees commuting to the office and therefore improved air quality in the areas surrounding our office, as well as a reduction in Centaur's energy and materials (such as paper and plastics) consumption.

Supplier initiatives

Centaur is cognisant of the indirect environmental impact of its supply chain and aims to ensure that all our major suppliers are environmentally responsible. Our main paper and print supplier, for example, holds the ISO 14001 (environmental management) accreditation and is certified by the Forest Stewardship Council and Programme for the Endorsement of Forestry Certification, meaning that the paper is sourced in an environmentally-friendly, socially responsible and economically viable manner. As regards the key suppliers to our office space, WeWork ensures that its supply chain partners meet desired standards across ethics, safe working environments, labour and human rights, and environment, as established in its Vendor Code of Conduct published in 2020.

Staff initiatives

Centaur strongly encourages staff initiatives which support our environmental aims.

To help mitigate the impact of our greenhouse gas emissions through carbon offsetting, Centaur staff have spearheaded Centaur's involvement in a carbon capture project: the United Nations (Eastbourne) tri-species project in Uganda. This involves the planting of tropical hardwood trees in Uganda on behalf of every Centaur employee and paying for the construction of energy efficient wood stoves for primary schools in Uganda to help reduce the rate of deforestation.

Centaur also encourages staff to implement good environmental practices which support its own environmental objectives and targets through the provision of environmentally favourable employee benefits and rewards. These include the availability of a 'cycle to work' scheme as well as bicycle storage racks and showering facilities at the office to encourage cycling to work, and season ticket loans to incentivise staff to use public transport instead of cars to travel to work.

Corporate development

Centaur is committed to ensuring that we assess sustainability and environmental impact when buying or selling businesses as part of the due diligence process. This includes, but is not limited to, considering compliance with environmental, social and governance laws; health and safety and environmental records; and reputational and other risks or opportunities arising from operating in certain geographies or markets.

PEOPLE

Centaur recognises that people are our greatest asset and the key to the continued growth and success of the business. Centaur therefore strives to provide a working environment in which staff can achieve their full potential and has implemented the measures listed below to support and develop its people.

Diversity and equal opportunities

Centaur is committed to encouraging diversity and recruiting and promoting the most talented people from the widest pool, providing equal opportunities for all employees and prospective employees. To support this aim, and to ensure that our culture empowers our employees and promotes their ongoing development, we have an established workforce advisory panel focused on diversity, inclusion, culture and engagement (known as 'DICE'). DICE reports to the CEO, frequently meets with the Executive Committee and is formally overseen by one of Centaur's Non-Executive Directors.

Centaur has implemented a Diversity and Equality Policy which covers recruitment and selection, promotion, training and development and standard contract terms for all employees, as well as an Anti-Racism and Inclusivity Pledge, an LGBT+ Pledge and a Gender Pledge. We actively monitor and carry out an annual analysis on staff gender pay and publish the results of this annually on Centaur's corporate website. We also support apprenticeships, which increases our talent pool and demonstrates our commitment to reaching out to young people from a variety of backgrounds.

Rewards

Centaur's culture is meritocratic and therefore Centaur provides staff with financial rewards and a range of associated benefits which are competitive and appropriate for the sector in which we operate.

Culture and employee engagement

Centaur endeavours to unify employees around a common vision and corporate culture, and communication is a key part of this. Centaur hosts regular Town Halls, Company Q&A Sessions and CEO Breakfasts with employees, as well as circulating a weekly update email to employees. Employee engagement is tracked on a weekly basis via an online tool and DICE act as a focus group for Centaur's Board and Executive Committee on certain issues concerning employees.

Employee wellbeing

Centaur is committed to providing its employees with tools, training, and resources which support their physical, financial and psychological wellbeing. These include:

- Face to face and online training and coaching opportunities on a range of topics to promote continuous learning and development.

- Access to an employee assistance programme consisting of a confidential 24-hour helpline, advice on financial, childcare, eldercare wellbeing and education issues, as well as counselling and coaching (face to face or by phone), and access to remote GP appointments and medical assistance.
- Access to a rewards hub which provides employees with savings and discounts on shopping, travel, eating out and gym membership.
- Support from colleagues who are trained Mental Health First Aiders, and whose role is to be a point of contact for any employee who is experiencing a mental health issue or emotional distress.
- Financial benefits including pension contributions, the opportunity to participate in Centaur Media plc share incentive plan, and income protection, critical illness and life assurance insurance.

Centaur employees also benefit from WeWork-led initiatives aimed at creating to a healthier and wellness-focused working environment and happier and more productive staff. These include:

- Laying out offices with workstations next to windows that provide outdoor views and exposure to daylight.
- Lighting designed for optimal eye comfort, based on the visual tasks performed in each space.
- Use of plants and biophilic design in workspaces, including 'living walls'.
- Use of non-toxic materials workspaces and a near 'chemical free'² cleaning system that improves air quality and staff health.
- Providing wellness classes, such as yoga and meditation for staff.
- Access to a free coffee at barista bars and other free hot beverages.

Health and safety

Centaur takes its responsibilities for the health and safety of staff very seriously. The Office Manager is responsible for maintaining a safe environment for employees and an Accident Book is available to all staff. Where work-related activities take place which have a higher risk attached – such as travel, marketing events and outdoor activities – the Executive Committee undertake additional planning which includes a risk assessment and mitigation plan. Further, whilst Covid-19 is continuing, both Centaur and WeWork have in place a range of protocols, such as social distancing, wellness signage, indoor air quality optimisation and increased sanitisation, to ensure that staff can continue working in a safe, healthy work environment.

Hybrid ways of working

The benefits of hybrid working for businesses and their staff include increased productivity, increased wellbeing resulting from a better work / home life balance, access to a wider talent pool and improved collaboration between colleagues. In recognition of this fact and having consulted heavily with its staff about their preferred ways of working throughout the Covid-19 pandemic, Centaur embraces a hybrid working model involving a mix of working from the office and working from home for all employees.

² This system eliminates 93% of chemicals used for cleaning. Source: Sustainability at WeWork 2021 Member and Enterprise Client overview

COMMUNITY AND WIDER WORLD

Charity and community

Centaur aims to support local communities and charitable organisations through direct fundraising, donations and pro-bono work in the following ways:

- Each employee is entitled to one paid day off work per year to spend volunteering for the not-for-profit cause or charity of their choice.
- We operate a Give-As-You-Earn scheme, which enables our employees to donate to any UK charity straight from their salary through payroll.
- Colleagues nominate a 'Charity of the Year' to support on an annual basis.
- Where appropriate to do so, Centaur uses its events to raise money from third parties including taking collections at the event.
- Centaur invests in the United Nations (Eastbourne) tri-species project in Uganda, as noted above.

Thought leadership

Centaur-owned brands, such as The Lawyer, Festival of Marketing and Marketing Week, make a significant contribution to the broader discussion on corporate social responsibility and environmental matters through their events, articles, news reports, features and case studies which champion progress in this area, providing insightful discussions on how members of the B2B marketing and legal communities, in particular, can continue to improve their businesses' own initiatives.

Bribery and corruption

Centaur acknowledges that bribery and corruption are a global issue and is committed to reducing the risk of this occurring in our business and supply chains.

Centaur has a formal Anti-Bribery Policy which explains how employees should spot and report any suspected breaches and details activities which are considered acceptable (or not). It is communicated to new employees as part of their induction, and existing employees are required to complete an anti-bribery online training course annually.

The Board, through the Audit Committee, is tasked with reviewing the adequacy of our anti-bribery and corruption measures and it audits this area periodically. Where possible, we contract with suppliers on standard terms and conditions which require them to adhere to the UK Bribery Act 2010.

Modern slavery

Centaur recognises that slavery, human trafficking and forced labour constitutes a violation of fundamental human rights and, as noted in its Anti-Slavery and Human Trafficking Statement, Centaur is committed to sourcing suppliers responsibly to ensure that modern slavery is not taking place in our supply chains. Centaur's Anti-Slavery and Human Trafficking Statement, first published in 2017, is available to view on our corporate website. In addition, where possible, we contract with suppliers on standard terms and conditions which require them to adhere to the Modern Slavery Act 2015 and other related obligations.

Whistleblowing

Centaur encourages its employees to report any concerns about improper practices or wrongdoing, including in relation to the environment, bribery and corruption, modern slavery, without retribution,

victimisation or detriment. Centaur has a Whistleblowing Policy which provides details of who to contact within Centaur about any such concerns, as well as contact details for the Chair of the Audit Committee, where this is preferable. The Board, through the Audit Committee, monitors this area and audits it periodically.

RESPONSIBILITY

This Policy was approved by the Board of Centaur Media plc on 7 February 2022.

Responsibility for monitoring the operation and effectiveness of this Policy and making recommendations for change lies with the Executive Committee, who review this Policy from time to time to ensure that it meets legal requirements and is otherwise fit for purpose.

Line managers have a specific responsibility for ensuring that all staff understand the standards of behaviour expected of them, and all staff are responsible for the successful implementation of this Policy.

This Policy supplements and should be read in conjunction with Centaur's other group policies. It does not form part of any employee's contract of employment and Centaur may amend it at any time.