



Our ESG principles *and* plan



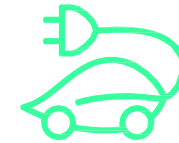
ESG at a glance

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.

We want our business to be a **positive force for change**. We are using the ESG framework to improve our business for the benefit of our people, our clients, the environment and the wider community.



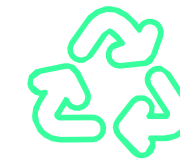
Climate change and greenhouse gas emissions



Energy efficiency and renewable energy



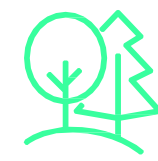
Water management and conservation



Waste management and recycling



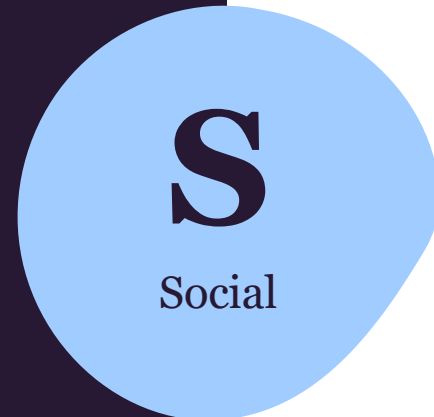
Pollution prevention and control



Biodiversity conservation



Environmental risks and opportunities



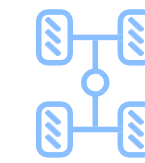
Labour and human rights



Employee diversity and inclusion



Occupational health and safety



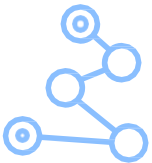
Supply chain management



Community relations and engagement



Consumer protection and product safety



Philanthropy and social investments



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

E
Environmental

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

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



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

S
Social

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

Developing a comprehensive suite of governance policies communicated effectively

G
Governance

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 annual audits of our UK corporate carbon footprint
- 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
- 13.9 tonnes of waste has been collected, over 56% of which has been recycled

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



For the year 2022, our Group emissions are carbon neutral, and we have offset any emissions we report on currently by way of Gold Standard carbon credits. Going forward, we will be looking to do more in respect of Scope 3 emissions. 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
- Engage with local charities, including our co-founders social mobility charity WeMindTheGap to provide work and experience placements for individuals from underrepresented groups
- Support our local Wrexham food banks
- Provide health, wellbeing and financial awareness stands for our people to access
- Provide free to use sports and activity equipment for our employees to hire to use in their spare time
- Provide a discount/cash back platform for our employees to use
- Offer a Learning Management System that tracks training hours and sets baselines for improvement



Social Principle continued

Where we are right now

- Switched to Fairtrade certified products, including tea and sugar
- Supported the 2025 City of Culture bid for Wrexham and currently supporting the 2029 bid
- Supported the Wrexham and Flintshire Levelling Up fund bid
- Partner with local company Dandy's Topsoil every Christmas to collect and distribute presents for families being supported by local charities
- Provide an on-site counsellor and 24/7 access to an EAP service which covers up to five family members
- 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
- Support four employee-chosen charities each year, with our Raising Pennies committee hosting fundraising events across the year (raised £12,000 in 2023)
- Have a charitable sponsorship and donations pot, used to support employee-led initiatives and local charities (£10,000 donated in 2023)



2024 charities

MACMILLAN
CANCER SUPPORT

Alder Hey
CHILDREN'S CHARITY

Almost Home
Dog Rescue



ANDYSMANCLUB

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 HIPAA compliance for the US market
- Regularly communicate business performance with our internal teams through Workplace from Meta, face-to-face meetings, and a bi-monthly 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, Mental Health Awareness Day, Menopennies, Ecopennies and Minipennies
- Certified as a Level 2 Disability Confident employer
- Report monthly Health and Safety data in our Board Pack
- Member of the IOD and our CEO is a member of the Prime Minister's Business Council



Making a difference: **ongoing goals**

Environmental

- Ensure that waste/recycling data is included under scope three material type
- 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

Social

- Track our teams happiness at work using a pulse survey, and tracking a consistent Employee Net Promoter Score (ENPS)
- Communicate our ESG Policy across all platforms to employees, clients and prospects
- Provide ESG specific educational content across all levels of the business

Governance

- Work towards the top (Level 3) status of Disability Confident Leader
- Update suite of company policies and ensure they are kept up to date
- Complete supplier checks to assess if they are in high risk industries or countries

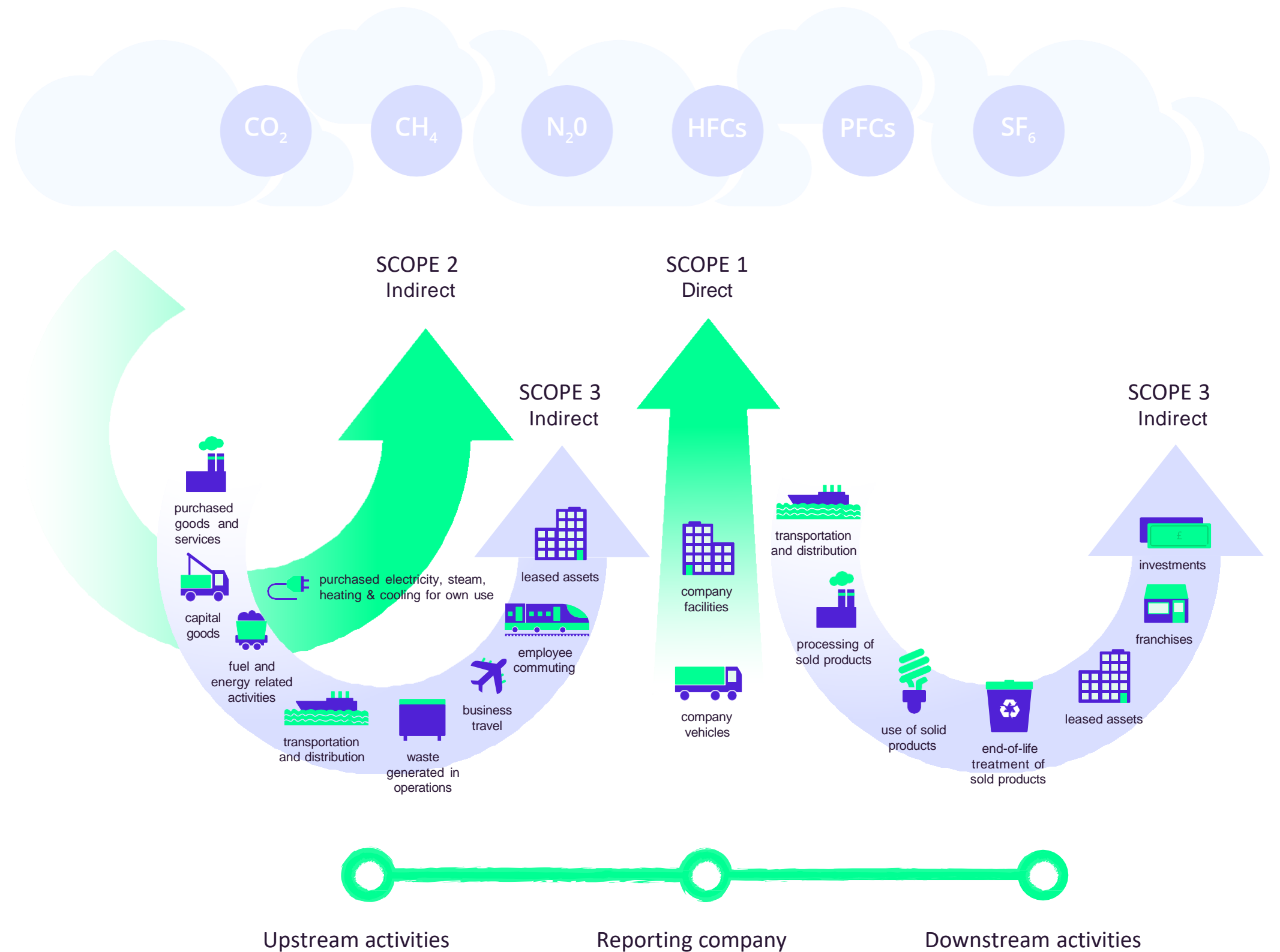


Appendix

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 Scope 1 Direct emissions from activities such as electricity usage; to Scope 2 Indirect emissions, covering things like purchased goods; and finally, Scope 3 all-other-Indirect emissions which are out of our control e.g. water supply and waste disposal. 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