

EMG GRAVITY MEDIA ENVIRONMENTAL SUSTAINABILITY POLICY.

All businesses have a critical role to play in minimising their environmental impacts and limiting global warming by reducing their own greenhouse gas emissions and those within their value chain. The EMG Gravity Media group of companies (**Group**) are fully committed to this goal and the Group strives to adopt sustainable thinking, practices and behaviour in everything we do and when working with a broad range of stakeholders. The Group's guiding Environmental principles and commitments are:

1. Be prepared and proactive with measurement and reporting

- Annual measurement and reporting of our global direct and indirect Greenhouse Gas (GHG) emissions and reduction plans across Scopes 1, 2 and 3, using ISO 14064 as a quality standard.
- Follow industry standards to benchmark and reduce our environmental footprint
- Prioritise the most material environmental impacts, risks and opportunities across our business using a double materiality assessment. This covers physical impacts such as extreme weather events, transitional impacts such as shifts in global markets, and regulatory impacts with changes to legislation and policy.

2. Be efficient and responsible in our operations and on location

- Implement responsible waste management, eliminate single use plastics, use zero-to-landfill suppliers and transition to renewable energy at all feasible sites.
- Develop circular practices for equipment, including reuse, repurpose and recycling of electronics.
- Utilise quality standards for building management, namely ISO 14001.
- Reduce energy and emissions through remote production technology, biofuels and electrification.
- Reduce the environmental impact of travel and logistics through smart scheduling and remote solutions.
- Raise awareness, encourage participation and train employees in environmental matters.

3. Collaborate with our suppliers

- Analyse Scope 3 emissions to drive value creation opportunities and support Group emissions reduction and circular strategies.
- Via our external supplier engagement criteria, encourage a proactive approach to environmental impact, risk and regulatory compliance.
- Actively collaborate on new solutions supporting sustainable development and sector wide growth towards net zero.

To deliver its principles and commitments, the Group's Sustainability Steering Committee will review this policy annually, with changes subject to approval by the Group's Senior Executive Team. The Group is committed to continuously building its data maturity to gain the clearest understanding of its impact and will actively horizon scan to stay prepared for emerging regulatory requirements. The Group's journey is one of continuous improvement and learning. Collaboration with industry peers, customers, and suppliers will be essential in supporting the successful preparation and transition of our industry to a low carbon future.

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