



Our ESG principles and plan



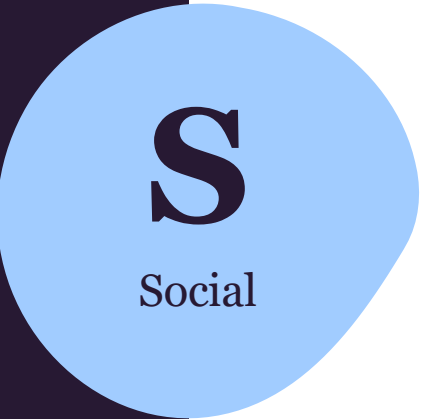
ESG at a glance

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

100% renewable energy supply, Ground Source heat pumps and solar power

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

Measuring our carbon footprint on an annual basis aiming to reduce by 5%+ each year



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

-  216 solar panels on the roof of our Wrexham HQ saving us an estimated 100 tonnes of carbon per year
-  Switched to a 100% renewable energy tariff, in both our Wrexham and London sites
-  Installed EV chargers for our employees and visitors to use
-  Planet Mark accredited and have taken the Race to Zero pledge
-  Reduce food waste with the help of our automated 'Grab 'n' Go' chat bot and encouraging proper waste disposal in our offices
-  31 tonnes of waste collected in 2024, 67% of which has been recycled, with the remainder generating energy
-  Collect UK carbon data monthly
-  Use our internal group, Ecopennies, to raise ESG awareness
-  Replanted our wildflower meadow, added bee hives, and planted trees
-  Switched to Fairtrade certified products including tea and sugar, to become a Fairtrade Workplace

Social Principle

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

Where we are right now

-  Engage with local charities, including our co-founders social mobility charity WeMindTheGap
-  Free to use sports and activity equipment, a discount/cash back platform for our employees, and wellbeing awareness stands
-  Counselling and 24/7 access to an EAP and GP service covering dependents
-  Facilities designed with accessibility in mind
-  Accredited as a Great Place to Work-Certified organisation, and recognised as a Sunday Times Best Company to Work For seven times
-  Multiuse Wellbeing rooms available for our UK and US teams
-  Gender-neutral restrooms and free menstrual products
-  Support four employee chosen charities each year and provide sponsorship and donations within the local community
-  Programmes in place to provide mentorship, apprenticeships and internships, and a Learning Management System that tracks training hours and sets baselines for improvement
-  Four mental health trained Wellbeing Champions
-  Provide employees with enhanced maternity and paternity leave
-  Supporting the 2029 City of Culture bid for Wrexham

2025 charities



Nightingale House Hospice
Hospis Tŷ'r Eos



Alzheimer's
Society



2wish
CYMRU



2wish
SUPPORT FOR THOSE
AFFECTED BY SUDDEN DEATH
IN YOUNG PEOPLE










UK CITY OF CULTURE



Governance Principle

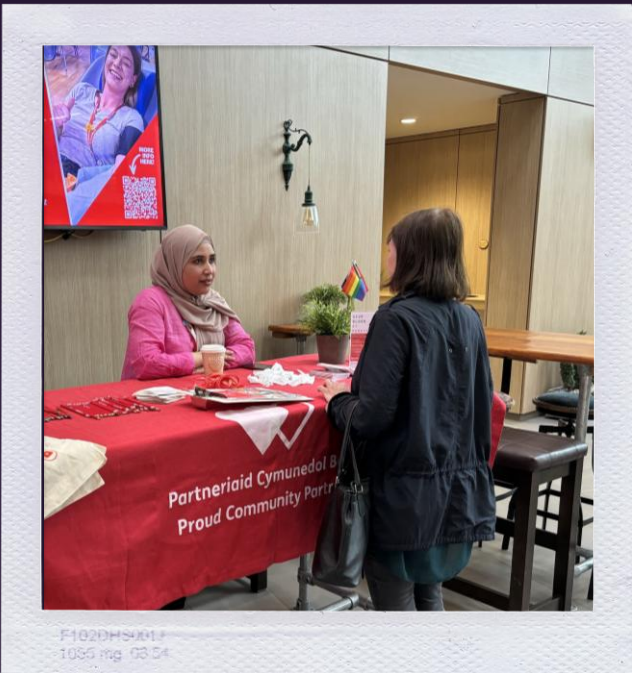
We want to be a fair, ethical, and inclusive business for all our stakeholders

Where we are right now

-  Have Cyber Essentials Plus and HIPAA compliance for the US market
-  Achieved PCI DSS Level D and align ourselves with the CIS Security Standards Framework
-  Champion employee-led initiatives and groups including Menopennies, Sober Pennies, Ecopennies, Raising Pennies, Wellbeing Champions, Pride and other initiatives such as Minipennies
-  Certified as a Level 2 Disability Confident employer
-  Report monthly Health and Safety data in our Board Pack as well as quarterly ESG progress and achievements
-  Employee led Business Council where voted representatives put forward employee views on how to improve the business
-  Publish our management board composition on our website



Focused on our people, community and the environment we share



Making a difference: **key focuses & ongoing goals**

Environmental



Measure our Scope 3 carbon emissions

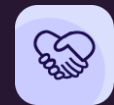


Set Scientific Based Targets (SBTs) on further understanding all scopes emissions and data captured in 2025

Social



Continue to develop and monitor eNPs and employee satisfaction



Working with our employee Business Council on a volunteering scheme with particular focus on supporting our local community



Continue to engage with employees about ESG and sustainability initiatives, with a focus on waste reduction and recycling behaviours

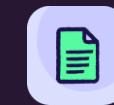


Consider EV schemes for environmental and employee benefit purposes

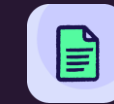
Governance



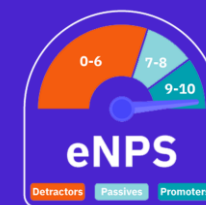
Roll out D&I training across all levels of the business



Launch new supplier form and engage with suppliers on the carbon emissions we purchase



Become a Fairtrade certified workplace





Appendix

The following page 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.

The three Scopes and how they apply to Moneypenny

What is net zero?

To reach net zero, we must hold responsibility to cut carbon emissions to a small amount of residual emissions which can be absorbed and sustainably stored in nature or by way of other CO2 removal methods.

The race to zero

As part of our UN Race to Zero pledge, we measure our scope emissions in line with the GHG Protocol, a globally recognised set of standards and guidance which provides a framework for us to account for our emissions (Scope 1, 2, and 3).

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 and the breadth of areas it covers.

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