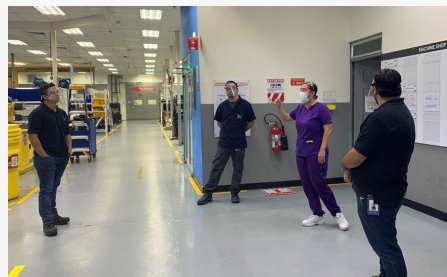




Global Reporting Initiative Index 2021



Our seven key pillars



Continue to prioritise health and safety

No major lost time accidents



Reduce carbon emissions

Develop net zero strategy



Reduce packaging and waste

Reduce in-use plastics, more sustainable packaging and reducing waste to landfill



Embed sustainability into product life cycle

Product life cycle for five of the top-emitting products we sell



Formalise the integrity of our supply chain

Improve our understanding of the impact of procured products



Improve diversity, equality and inclusion

Aim to improve the Group's overall gender diversity



Positively impact the communities in which we operate

Positively impact one disadvantaged young person for every Videndum employee in the communities we operate



Governance & Strategy

We have a coordinated Group-wide approach to ESG, focusing on the material issues that affect our business and our stakeholders.

GRI standard	Indicator	Location and comments
Organisational profile		
102-1	Name of the organization	Videndum plc
102-2	Activities, brands, products, and services	ESG Report 2021 : Page 3 - About us Annual Report 2021 : Page 2 - Our divisions, customers and brands.
102-3	Location of headquarters	Bridge House Heron Square Richmond TW9 1EN UK Contact us
102-4	Location of operations	Annual Report 2021 : Page 4 - Our global footprint
102-5	Ownership and legal form	Videndum plc Ord 20P is listed on the London Stock Exchange, trading with ticker code VID Company Website
102-6	Markets served	ESG Report 2021 : Page 3 - About us Annual Report 2021 : Page 4 - Our global footprint
102-7	Scale of the organization	ESG Report 2021 : Page 26 - A year in review
102-8	Information on employees and other workers	ESG Report 2021 : Page 58-71 Our People
102-9	Supply chain	ESG Report 2021 : Page 54 - Supply Chain ESG Report 2021 : Page 74 - Supply Chain
102-10	Significant changes to the organization and its supply chain	ESG Report 2021 : Page 28 - Market opportunities

GRI standard	Indicator	Location and comments
102-11	Precautionary Principle or approach	<p><u>ESG Report 2021</u>: Page 12-13 - ESG strategy</p> <p><u>TCFD Report 2021</u>: Page 19 - 23 - Climate-related risks and opportunities</p> <p>The precautionary principle is a strategy for decision makers to adopt precautionary measures when scientific evidence about an environmental or human health hazard is uncertain. The precautionary principle has not been formally applied to our decision making throughout the Group in our first year of reporting. However, it has influenced the development of our ESG strategy and our approach to addressing risks such as climate change.</p>
102-12	External initiatives	<u>ESG Report 2021</u> : Page 76 - 81 - Giving back
102-13	Membership of associations	<p><u>ESG Report 2021</u>: Page 52 - Biodiversity</p> <p><u>ESG Report 2021</u>: Page 76 - 81 - Giving back</p>
Strategy		
102-14	Statement from senior decision-maker	<u>ESG Report 2021</u> : Page 5 - Statement from Chief Executive Stephen Bird
102-15	Key impacts, risks, and opportunities	<p><u>Annual Report 2021</u>: Page 36 - Principal risks and uncertainties</p> <p><u>ESG Report 2021</u>: Page 20 - Risk management</p> <p><u>TCFD Report 2021</u>: Page 19 - 23 - Climate-related risks and opportunities</p>
Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	<p><u>ESG Report 2021</u>: Page 11 - Our purpose</p> <p><u>Code of Conduct</u></p>
102-17	Mechanisms for advice and concerns about ethics	<p><u>ESG Report 2021</u>: Page 75 - Responsible business</p> <p><u>Code of Conduct</u></p>

GRI standard	Indicator	Location and comments
Governance		
102-18	Governance structure	ESG Report 2021 : Page 15-19 - ESG Governance
102-19	Delegating authority	ESG Report 2021 : Page 15-19 - ESG Governance
102-20	Executive-level responsibility for economic, environmental, and social topics	ESG Report 2021 : Page 15-19 - ESG Governance
102-21	Consulting stakeholders on economic, environmental, and social topics	ESG Report 2021 : Page 14 - Stakeholder engagement Annual Report 2021 : Page 6-9 - Our stakeholders
102-22	Composition of the highest governance body and its committees	ESG Report 2021 : Page 15-19 - ESG Governance
102-23	Chair of the highest governance body	ESG Report 2021 : Page 15-19 - ESG Governance
102-24	Nominating and selecting the highest governance body	ESG Report 2021 : Page 15-19 - ESG Governance Annual Report 2021 : Page 95 - Nominations Committee report
102-25	Conflicts of interest	Annual Report 2021 : Page 88 - Leadership and Company purpose
102-26	Role of highest governance body in setting purpose, values, and strategy	ESG Report 2021 : Page 15-19 - ESG Governance

GRI standard	Indicator	Location and comments
102-27	Collective knowledge of highest governance body	ESG Report 2021 : Page 15-19 - ESG Governance
102-28	Evaluating the highest governance body's performance	ESG Report 2021 : Page 15-19 - ESG Governance Annual Report 2021 : Page 74 - Corporate Governance report
102-29	Identifying and managing economic, environmental, and social impacts	ESG Report 2021 : Page 15-19 - ESG Governance
102-30	Effectiveness of risk management processes	ESG Report 2021 : Page 20 - Risk management TCFD Report 2021 : Page 25-26 - Climate risk management
102-31	Review of economic, environmental, and social topics	ESG Report 2021 : Page 15-19 - ESG Governance
102-32	Highest governance body's role in sustainability reporting	ESG Report 2021 : Page 15-19 - ESG Governance
102-33	Communicating critical concerns	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 22 - Trust and transparency Annual Report 2021 : Page 74 - Corporate Governance report
102-34	Nature and total number of critical concerns	ESG Report 2021 : Page 22 - Trust and transparency In 2021, there were two whistleblowing reports that were HR related in the US and Costa Rica. Each matter was thoroughly investigated, and corrective actions were taken where necessary.
102-35	Remuneration policies	Annual Report 2021 : Page 106-136 - Remuneration report
102-36	Process for determining remuneration	Annual Report 2021 : Page 106-136 - Remuneration report
102-37	Stakeholders involvement in remuneration	Annual Report 2021 : Page 106-136 - Remuneration report

GRI standard	Indicator	Location and comments
102-38	Annual total compensation ratio	Annual Report 2021 : Page 132 - Remuneration Policy report
102-39	Percentage increase in annual total compensation ratio	Annual Report 2021 : Page 132 - Remuneration Policy report
Stakeholder engagement		
102-40	List of stakeholder groups	ESG Report 2021 : Page 14 - Stakeholder engagement
102-41	Collective bargaining agreements	N/A
102-42	Identifying and selecting stakeholders	ESG Report 2021 : Page 14 - Stakeholder engagement Annual Report 2021 : Page 6-10 - Our stakeholders
102-43	Approach to stakeholder engagement	ESG Report 2021 : Page 14 - Stakeholder engagement Annual Report 2021 : Page 6-10 - Our stakeholders
102-44	Key topics and concerns raised	ESG Report 2021 : Page 14 - Stakeholder engagement Annual Report 2021 : Page 6-10 - Our stakeholders

GRI standard	Indicator	Location and comments
Reporting practice		
102-45	Entities included in the consolidated financial statements	Annual Report 2021 : Page 195-200 - Company Financial Statements
102-46	Defining report content and topic Boundaries	ESG Report 2021 : Page 12-13 - ESG strategy
102-47	List of material topics	ESG Report 2021 : Page 12-13 - ESG strategy
102-48	Restatements of information	N/A - first year reporting
102-49	Changes in reporting	N/A - first year reporting
102-50	Reporting period	1 January to 31 December 2021
102-51	Date of most recent report	N/A - first year reporting

GRI standard	Indicator	Location and comments
102-52	Reporting cycle	1 January to 31 December 2021. ESG Report published in April 2022.
102-53	Contact point for questions regarding the report	Jon Bolton - Group Company Secretary and HR Director
102-54	Claims of reporting in accordance with the GRI Standards	N/A: this report follows the GRI standard but does not claim to be in accordance with the standards as this is our first year of reporting.
102-55	GRI content index	GRI Index 2021
102-56	External assurance	N/A



Economic & Innovation

GRI standard	Indicator	Location and comments
Economic Performance		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy
103-2	The management approach and its components	Annual Report 2021 : Page 32- Financial review ESG Report 2021 : Page 15-19 - ESG Governance
103-3	Evaluation of the management approach	Annual Report 2021 : Page 35 - Key Performance Indicators ESG Report 2021 : Page 15-19 - ESG Governance
201-1	Direct economic value generated and distributed	ESG Report 2021 : Page 26 - A year in review Annual Report 2021 : Page 155-183 - Results for the year
201-2	Financial implications and other risks and opportunities due to climate change	TCFD Report 2021 : Page 19-23 - Climate-related risks ESG Report 2021 : Page 20 - Risk management Annual Report 2021 : Page 52-60 - TCFD report summary
201-3	Defined benefit plan obligations and other retirement plans	ESG Report 2021 : Page 61 - Employee benefits
201-4	Financial assistance received from government	ESG Report 2021 : Page 23 - Trust and transparency Annual Report 2021 : Page 7 - Repayment of Government funds

GRI standard	Indicator	Location and comments
Procurement Practices		
103-1	Explanation of the material topic and its Boundary	<u>ESG Report 2021</u> : Page 12-13- ESG strategy
103-2	The management approach and its components	<u>ESG Report 2021</u> : Page 15-19 - ESG Governance
103-3	Evaluation of the management approach	<u>ESG Report 2021</u> : Page 15-19 - ESG Governance
204-1	Proportion of spending on local suppliers	<u>ESG Report 2021</u> : Page 29 - How we create value <u>ESG Report 2021</u> : Page 32 - Sourcing and manufacturing excellence <u>ESG Report 2021</u> : Page 54 - Supply chain Videndum have been working to localise our supply chain across our divisions. We aim to improve our data collection processes in 2022 on spending for local suppliers across the Group.

GRI standard	Indicator	Location and comments
Anti-Corruption 103-1		
103-2	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy
103-3	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 21 - Trust and transparency Anti-Bribery and Corruption Policy
205-1	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 21 - Trust and transparency Anti-Bribery and Corruption Policy
205-2	Operations assessed for risks related to corruption	ESG Report 2021 : Page 21 - Trust and transparency Anti-Bribery and Corruption Policy
205-3	Communication and training about anti-corruption policies and procedures	ESG Report 2021 : Page 21 - Trust and transparency Anti-Bribery and Corruption Policy
	Confirmed incidents of corruption and actions taken	ESG Report 2021 : Page 21 - Trust and transparency Anti-Bribery and Corruption Policy

An underwater photograph showing a sea turtle swimming towards the right in the middle ground. In the background, a shark is visible, swimming away from the viewer. The water is clear blue, and a large wave is breaking on the surface in the upper left. The seabed with some coral or rocks is visible at the bottom.

Environmental

Our vision is to ensure we limit any negative impact on the environment and protect the natural resources we rely on, creating long-term sustainability for the business.

GRI standard	Indicator	Location and comments
Materials		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 38 - Environmental management Environmental Policy
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 38 - Environmental management Environmental Policy
301-1	Materials used by weight or volume	ESG Report 2021 : Page 34 - Sustainable procurement ESG Report 2021 : Page 37 - Environmental targets and progress ESG Report 2021 : Page 45-48 Sustainable operations and products ESG Report 2021 : Page 49-50 - Waste management We aim to improve our data collection processes to include materials.
301-2	Recycled input materials used	ESG Report 2021 : Page 34 - Sustainable procurement ESG Report 2021 : Page 37 - Environmental targets and progress ESG Report 2021 : Page 45-48 Sustainable operations and products ESG Report 2021 : Page 49-50 - Waste management We aim to improve our data collection processes to include materials.
301-3	Reclaimed products and their packaging materials	ESG Report 2021 : Page 45-48 Sustainable operations and products ESG Report 2021 : Page 49-50 - Waste management We aim to improve our data collection processes to include materials.

GRI standard	Indicator	Location and comments
Energy		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 38 - Environmental management Environmental Policy
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 38 - Environmental management Environmental Policy
302-1	Energy consumption within the organization	ESG Report 2021 : Page 42-43 - Energy resource management Annual Report 2021 : Page 58 - Streamlined energy and carbon reporting
302-2	Energy consumption outside of the organization	ESG Report 2021 : Page 42-43- Energy resource management Annual Report 2021 : Page 58 - Streamlined energy and carbon reporting
302-3	Energy intensity	Annual Report 2021 : Page 58 - Streamlined energy and carbon reporting
302-4	Reduction of energy consumption	ESG Report 2021 : Page 42-43- Energy resource management Annual Report 2021 : Page 58 - Streamlined energy and carbon reporting
302-5	Reductions in energy requirements of products and services	ESG Report 2021 : Page 45-48- Energy resource management

GRI standard	Indicator	Location and comments
Water and effluents		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy ESG Report 2021 : Page 51 - Water stewardship
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 38 - Environmental management ESG Report 2021 : Page 51 - Water stewardship Environmental Policy
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 38 - Environmental management ESG Report 2021 : Page 51 - Water stewardship Environmental Policy
303-1	Interactions with water as a shared source	ESG Report 2021 : Page 51 - Water stewardship
303-2	Management of water discharge-related impacts	ESG Report 2021 : Page 51 - Water stewardship
303-3	Water withdrawal	ESG Report 2021 : Page 51 - Water stewardship We aim to improve our data collection processes to include water.
303-4	Water discharge	ESG Report 2021 : Page 51 - Water stewardship We aim to improve our data collection processes to include water.
303-5	Water consumption	ESG Report 2021 : Page 51 - Water stewardship We aim to improve our data collection processes to include water.

GRI standard	Indicator	Location and comments
Biodiversity		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy ESG Report 2021 : Page 52-53 - Biodiversity
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 38 - Environmental management ESG Report 2021 : Page 52-53 - Biodiversity Environmental Policy
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 38 - Environmental management ESG Report 2021 : Page 52-53 - Biodiversity Environmental Policy
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	ESG Report 2021 : Page 52-53 - Biodiversity
304-2	Significant impacts of activities, products, and services on biodiversity	ESG Report 2021 : Page 52-53 - Biodiversity
304-3	Habitats protected or restored	ESG Report 2021 : Page 52-53 - Biodiversity
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	ESG Report 2021 : Page 52-53 - Biodiversity

GRI standard	Indicator	Location and comments
Emissions		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy ESG Report 2021 : Page 37 - Environmental targets and progress ESG Report 2021 : Page 38 - Environmental management ESG Report 2021 : Page 39 - Our climate change commitment
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 37 - Environmental targets and progress ESG Report 2021 : Page 38 - Environmental management ESG Report 2021 : Page 39 - Our climate change commitment Environmental Policy
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 37 - Environmental targets and progress ESG Report 2021 : Page 38 - Environmental management ESG Report 2021 : Page 39 - Our climate change commitment Environmental Policy
305-1	Direct (Scope 1) GHG emissions	ESG Report 2021 : Page 40 - Greenhouse gas emissions
305-2	Energy indirect (Scope 2) GHG emissions	ESG Report 2021 : Page 40 - Greenhouse gas emissions
305-3	Other indirect (Scope 3) GHG emissions	ESG Report 2021 : Page 40 - Greenhouse gas emissions
305-4	GHG emissions intensity	ESG Report 2021 : Page 40 - Greenhouse gas emissions
305-5	Reduction of GHG emissions	ESG Report 2021 : Page 37 - Environmental targets and progress
305-6	Emissions of ozone-depleting substances (ODS)	N/A
305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	N/A

GRI standard	Indicator	Location and comments
Effluents and waste		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy ESG Report 2021 : Page 37 - Environmental targets and progress ESG Report 2021 : Page 38 - Environmental management
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 37 - Environmental targets and progress ESG Report 2021 : Page 38 - Environmental management ESG Report 2021 : Page 49-50 - Waste management Environmental Policy
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 37 - Environmental targets and progress ESG Report 2021 : Page 38 - Environmental management ESG Report 2021 : Page 49-50 - Waste management Environmental Policy
306-1	Waste generation and significant waste-related impacts	ESG Report 2021 : Page 46 - Sustainable packaging ESG Report 2021 : Page 47 - Taking a life cycle approach ESG Report 2021 : Page 48 - Battery disposal ESG Report 2021 : Page 49-50 - Waste management
306-2	Management of significant waste-related impacts	ESG Report 2021 : Page 46 - Sustainable packaging ESG Report 2021 : Page 47 - Taking a life cycle approach ESG Report 2021 : Page 48 - Battery disposal ESG Report 2021 : Page 49-50 - Waste management

GRI standard	Indicator	Location and comments
306-3	Waste generated	ESG Report 2021 : Page 46 - Sustainable packaging ESG Report 2021 : Page 47 - Taking a life cycle approach ESG Report 2021 : Page 48 - Battery disposal ESG Report 2021 : Page 49-50 - Waste management
306-4	Waste diverted from disposal	ESG Report 2021 : Page 46 - Sustainable packaging ESG Report 2021 : Page 47 - Taking a life cycle approach ESG Report 2021 : Page 48 - Battery disposal ESG Report 2021 : Page 49-50 - Waste management
306-5	Waste directed to disposal	ESG Report 2021 : Page 46 - Sustainable packaging ESG Report 2021 : Page 47 - Taking a life cycle approach ESG Report 2021 : Page 48 - Battery disposal ESG Report 2021 : Page 49-50 - Waste management

GRI standard	Indicator	Location and comments
Environmental compliance		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy ESG Report 2021 : Page 36 - Our approach ESG Report 2021 : Page 37 - Environmental targets and progress ESG Report 2021 : Page 38 - Environmental management
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 36 - Our approach ESG Report 2021 : Page 37 - Environmental targets and progress ESG Report 2021 : Page 38 - Environmental management Environmental Policy
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 36 - Our approach ESG Report 2021 : Page 37 - Environmental targets and progress ESG Report 2021 : Page 38 - Environmental management Environmental Policy
307-1	Non-compliance with environmental laws and regulations	ESG Report 2021 : Page 23 - Trust and transparency In the 2021 reporting year, no incidents of environmental non-compliance occurred.

GRI standard	Indicator	Location and comments
Supplier environmental assessment		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy ESG Report 2021 : Page 54 - Supply chain
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 36 - Our approach ESG Report 2021 : Page 37 - Environmental targets and progress ESG Report 2021 : Page 38 - Environmental management ESG Report 2021 : Page 54 - Supply chain Environmental Policy Responsible Sourcing Policy
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 36 - Our approach ESG Report 2021 : Page 37 - Environmental targets and progress ESG Report 2021 : Page 38 - Environmental management ESG Report 2021 : Page 54 - Supply chain Environmental Policy Responsible Sourcing Policy
308-1	New suppliers that were screened using environmental criteria	ESG Report 2021 : Page 37 - Environmental targets and progress ESG Report 2021 : Page 54 - Supply chain Responsible Sourcing Policy
308-2	Negative environmental impacts in the supply chain and actions taken	ESG Report 2021 : Page 37 - Environmental targets and progress ESG Report 2021 : Page 54 - Supply chain Responsible Sourcing Policy

A person wearing an orange jacket and dark pants stands on a thin, translucent layer of ice. The ice is cracked into a complex, web-like pattern of thin, light blue lines against a dark blue background. The person's arms are raised, and they appear to be holding onto a small object or pole. The overall scene conveys a sense of balance and achievement in a challenging environment.

Social

Our vision is to be the preferred employer for the very best people in our sector by providing an entrepreneurial environment that offers opportunities for our people to develop and thrive.

GRI standard	Indicator	Location and comments
Employment		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy ESG Report 2021 : Page 56 - Our approach ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 58 - Our people
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 56 - Our approach ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 58 - Our people
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 56 - Our approach ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 58 - Our people
401-1	New employee hires and employee turnover	ESG Report 2021 : Page 58 - Our people
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	ESG Report 2021 : Page 61- Employee benefits
401-3	Parental leave	ESG Report 2021 : Page 62- Employee benefits

GRI standard	Indicator	Location and comments
Labour / management relations		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy ESG Report 2021 : Page 56 - Our approach ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 58 - Our people
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 56 - Our approach ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 58 - Our people
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 56 - Our approach ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 58 - Our people
402-1	Minimum notice periods regarding operational changes	ESG Report 2021 : Page 65 - Employee engagement

GRI standard	Indicator	Location and comments
Occupational health and safety		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy ESG Report 2021 : Page 56 - Our approach ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 58 - Our people ESG Report 2021 : Page 69-71 - Health and safety
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 56 - Our approach ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 58 - Our people ESG Report 2021 : Page 69-71 - Health and safety
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 56 - Our approach ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 58 - Our people ESG Report 2021 : Page 69-71 - Health and safety
402-1	Occupational health and safety management system	ESG Report 2021 : Page 69-71 - Health and safety Health and Safety Policy
403-2	Hazard identification, risk assessment and incident investigation	ESG Report 2021 : Page 69-71 - Health and safety Health and Safety Policy
403-3	Occupational health services	ESG Report 2021 : Page 69-71 - Health and safety Health and Safety Policy

GRI standard	Indicator	Location and comments
403-4	Worker participation, consultation, and communication on occupational health and safety	ESG Report 2021: Page 69-71 - Health and safety Health and Safety Policy
403-5	Worker training on occupational health and safety	ESG Report 2021: Page 69-71 - Health and safety Health and Safety Policy
403-6	Promotion of worker health	ESG Report 2021: Page 69-71 - Health and safety Health and Safety Policy
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	ESG Report 2021: Page 69-71 - Health and safety Health and Safety Policy
403-8	Workers covered by an occupational health and safety management system	ESG Report 2021: Page 69-71 - Health and safety Health and Safety Policy
403-9	Work-related injuries	ESG Report 2021: Page 69-71 - Health and safety Health and Safety Policy
403-10	Work-related ill health	ESG Report 2021: Page 69-71 - Health and safety Health and Safety Policy

GRI standard	Indicator	Location and comments
Training and education		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy ESG Report 2021 : Page 56 - Our approach ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 58 - Our people ESG Report 2021 : Page 67-68 - Learning and development
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 56 - Our approach ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 58 - Our people ESG Report 2021 : Page 67-68 - Learning and development
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 56 - Our approach ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 58 - Our people ESG Report 2021 : Page 67-68 - Learning and development
404-1	Average hours of training per year per employee	ESG Report 2021 : Page 67-68 - Learning and development We aim to improve our data collection processes to include average hours of training per year per employee for the Group.
404-2	Programs for upgrading employee skills and transition assistance programs	ESG Report 2021 : Page 67-68 - Learning and development
404-3	Percentage of employees receiving regular performance and career development reviews	ESG Report 2021 : Page 67-68 - Learning and development We aim to improve our data collection processes to include percentage of employees receiving regular performance and career development reviews for the Group.

GRI standard	Indicator	Location and comments
Diversity and equal opportunity		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy ESG Report 2021 : Page 56 - Our approach ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 58 - Our people ESG Report 2021 : Page 59-60 - Diversity and inclusion Diversity Policy
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 56 - Our approach ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 58 - Our people ESG Report 2021 : Page 59-60 - Diversity and inclusion Diversity Policy
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 56 - Our approach ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 58 - Our people ESG Report 2021 : Page 59-60 - Diversity and inclusion Diversity Policy
405-1	Diversity of governance bodies and employees	ESG Report 2021 : Page 59-60 - Diversity and inclusion Diversity Policy
405-2	Ratio of basic salary and remuneration of women to men	ESG Report 2021 : Page 59-60 - Diversity and inclusion Diversity Policy We aim to improve our data collection processes to include ratio of basic salary and remuneration of women to men

GRI standard	Indicator	Location and comments
Non-discrimination		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy ESG Report 2021 : Page 22 - Trust and transparency ESG Report 2021 : Page 56 - Our approach ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 58 - Our people Diversity Policy
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 22 - Trust and transparency ESG Report 2021 : Page 56 - Our approach ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 58 - Our people Diversity Policy
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 22 - Trust and transparency ESG Report 2021 : Page 56 - Our approach ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 58 - Our people Diversity Policy
406-1	Incidents of discrimination and corrective actions taken	ESG Report 2021 : Page 22 - Trust and transparency ESG Report 2021 : Page 56 - Our approach ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 58 - Our people Diversity Policy There were no incidents of discrimination reported across the Group in 2021.

GRI standard	Indicator	Location and comments
Freedom of association and collective bargaining		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy ESG Report 2021 : Page 61 - Employee benefits
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 61 - Employee benefits Code of Conduct
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 61 - Employee benefits Code of Conduct
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	ESG Report 2021 : Page 61 - Employee benefits Code of Conduct

GRI standard	Indicator	Location and comments
Child labour		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy ESG Report 2021 : Page 74 - Supply chain ESG Report 2021 : Page 75 - Responsible practices
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 74 - Supply chain ESG Report 2021 : Page 75 - Responsible practices
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 74 - Supply chain ESG Report 2021 : Page 75 - Responsible practices
408-1	Operations and suppliers at significant risk for incidents of child labour	ESG Report 2021 : Page 74 - Supply chain ESG Report 2021 : Page 75 - Responsible practices Code of Conduct Responsible Sourcing Policy

GRI standard	Indicator	Location and comments
Forced labour		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy ESG Report 2021 : Page 74 - Supply chain ESG Report 2021 : Page 75 - Responsible practices
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 74 - Supply chain ESG Report 2021 : Page 75 - Responsible practices
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 74 - Supply chain ESG Report 2021 : Page 75 - Responsible practices
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	ESG Report 2021 : Page 74 - Supply chain ESG Report 2021 : Page 75 - Responsible practices Code of Conduct Responsible Sourcing Policy

GRI standard	Indicator	Location and comments
Human rights assessment		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy ESG Report 2021 : Page 22 - Trust and transparency ESG Report 2021 : Page 75 - Responsible practices
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 22 - Trust and transparency ESG Report 2021 : Page 75 - Responsible practices
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 22 - Trust and transparency ESG Report 2021 : Page 75 - Responsible practices
412-1	Operations that have been subject to human rights reviews or impact assessments	ESG Report 2021 : Page 22 - Trust and transparency ESG Report 2021 : Page 75 - Responsible practices
412-2	Employee training on human rights policies or procedures	ESG Report 2021 : Page 22 - Trust and transparency ESG Report 2021 : Page 75 - Responsible practices
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	ESG Report 2021 : Page 22 - Trust and transparency ESG Report 2021 : Page 75 - Responsible practices

GRI standard	Indicator	Location and comments
Local communities		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 76-81 - Giving back
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 76-81 - Giving back
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 76-81 - Giving back
413-1	Operations with local community engagement, impact assessments, and development programs	ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 76-81 - Giving back
413-2	Operations with significant actual and potential negative impacts on local communities	ESG Report 2021 : Page 57 - Social targets and impact ESG Report 2021 : Page 76-81 - Giving back

GRI standard	Indicator	Location and comments
Supplier social assessment		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy ESG Report 2021 : Page 74 - Supply chain ESG Report 2021 : Page 75 - Responsible practices
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 74 - Supply chain ESG Report 2021 : Page 75 - Responsible practices
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 74 - Supply chain ESG Report 2021 : Page 75 - Responsible practices
414-1	New suppliers that were screened using social criteria	ESG Report 2021 : Page 74 - Supply chain ESG Report 2021 : Page 75 - Responsible practices Code of Conduct Responsible Sourcing Policy
414-2	Negative social impacts in the supply chain and actions taken	ESG Report 2021 : Page 74 - Supply chain ESG Report 2021 : Page 75 - Responsible practices Code of Conduct Responsible Sourcing Policy

GRI standard	Indicator	Location and comments
Public policy		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 23 - Trust and transparency Anti-Bribery and Corruption Policy
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 23 - Trust and transparency Anti-Bribery and Corruption Policy
415-1	Political contributions	ESG Report 2021 : Page 23 - Trust and transparency Anti-Bribery and Corruption Policy No political donations were made in the year ended 31 December 2021.

GRI standard	Indicator	Location and comments
Customer health and safety		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy ESG Report 2021 : Page 73 - Our customers
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 73 - Our customers
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 73 - Our customers
416-1	Assessment of the health and safety impacts of product and service categories	ESG Report 2021 : Page 73 - Our customers
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	ESG Report 2021 : Page 73 - Our customers

GRI standard	Indicator	Location and comments
Marketing and labelling		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy ESG Report 2021 : Page 72 - Our customers
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 72 - Our customers
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 72 - Our customers
417-1	Requirements for product and service information and labeling	ESG Report 2021 : Page 72 - Our customers
417-2	Incidents of non-compliance concerning product and service information and labeling	ESG Report 2021 : Page 72 - Our customers There were no incidents of non-compliance concerning product and service information and labeling within the reporting period.
417-3	Incidents of non-compliance concerning marketing communications	ESG Report 2021 : Page 72 - Our customers There were no incidents of non-compliance concerning marketing communications within the reporting period.

GRI standard	Indicator	Location and comments
Customer privacy		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy ESG Report 2021 : Page 73 - Our customers
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 73 - Our customers Group IT Policy
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 73 - Our customers Group IT Policy
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	ESG Report 2021 : Page 73 - Our customers Group IT Policy There were no substantiated complaints concerning breaches of customer privacy and losses of customer data during the reporting period.

GRI standard	Indicator	Location and comments
Socioeconomic compliance		
103-1	Explanation of the material topic and its Boundary	ESG Report 2021 : Page 12-13 - ESG strategy ESG Report 2021 : Page 23 - Trust and transparency
103-2	The management approach and its components	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 23 - Trust and transparency
103-3	Evaluation of the management approach	ESG Report 2021 : Page 15-19 - ESG Governance ESG Report 2021 : Page 23 - Trust and transparency
419-1	Non-compliance with laws and regulations in the social and economic area	ESG Report 2021 : Page 23 - Trust and transparency In the 2021 reporting year, no incidents of socioeconomic non-compliance occurred.



Videndum plc
Bridge House
Heron Square
Richmond
TW9 1EN
United Kingdom
t +44 (0)20 8332 4600
info@videndum.com
www.videndum.com

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