

A night landscape featuring a starry sky with the Milky Way galaxy visible. In the foreground, a person stands on a sandy beach, holding a flashlight that illuminates the sand and water. The background shows dark mountains under a dark sky.

Global Reporting Initiative Index

2022

Videndum

Governance and strategy

GRI Standard	Indicator	Location and comments
Organisational profile		
2-1	<ul style="list-style-type: none"> Organisational details Legal name Nature of ownership and legal form Location of headquarters Countries of operation 	<p>Videndum plc. Videndum plc Ord 20P is listed on the London Stock Exchange, trading with ticker code VID Company Website. Bridge House, Heron Square, Richmond, TW9 1EN, UK. 2022 Annual Report - Our global footprint, p. 4.</p>
2-2	<ul style="list-style-type: none"> Entities included in the organisation's sustainability reporting 	2022 ESG Report - About us, p. 3.
2-3	<ul style="list-style-type: none"> Reporting period, frequency and contact point Reporting period for, and frequency of, sustainability reporting Reporting period for financial reporting Publication date of the report Contact point for questions about the report 	<p>1 Jan 2022 - 31 Dec 2022. March 2023. info@videndum.com</p>
Activities and workers		
2-6	<ul style="list-style-type: none"> Activities, value chain and other business relationships Sectors Value chain Other relevant business relationships Significant changes compared to the previous reporting period 	<p>2022 ESG Report - About us, p. 3. 2022 Annual Report - About us; our brands, p. 6-7. 2022 ESG Report - Stakeholder engagement, p. 14. Code of Conduct.</p>
2-7	<ul style="list-style-type: none"> Total number of employees and breakdown by gender and region. Total number of permanent, temporary, non-guaranteed hours, full-time and part-time employees, and breakdowns by gender and region. Methodologies and assumptions used to compile data Context information necessary to understand the data reported. Significant fluctuations during and between reporting periods 	2022 ESG Report - Our people, p. 61-62.
2-8	<ul style="list-style-type: none"> Total number of workers who are not employees and whose work is controlled by the organisation Methodologies and assumptions used to compile the data Significant fluctuations during reporting periods 	2022 ESG Report - Our people, p. 61-62.

Governance and strategy

GRI Standard	Indicator	Location and comments
Governance		
2-9	<ul style="list-style-type: none"> • Governance structure including committees of the highest governance body • Committees responsible for decision-making on and overseeing the management of the organisation's impacts on the economy, environment and people • The composition of the highest governance body 	2022 ESG Report - Our people, p. 61-62.
2-10	<ul style="list-style-type: none"> • Nomination and selection of the highest governance body • Nomination and selection process criteria 	2022 ESG Report - ESG Governance, p. 15. 2022 Annual Report - Nominations Committee Report, p. 109.
2-11	<ul style="list-style-type: none"> • Chair of the highest governance body 	2022 ESG Report - ESG Governance, p. 15-20.
2-12	<ul style="list-style-type: none"> • Role of the highest governance body in overseeing the management of impacts 	2022 ESG Report - ESG Governance, p. 15-20.
2-13	<ul style="list-style-type: none"> • Delegation of responsibility for managing impacts • Responsible delegates • Reporting process 	2022 ESG Report - ESG Governance, p. 15-20.

Governance and strategy

GRI Standard	Indicator	Location and comments
2-14	<ul style="list-style-type: none"> Role of the highest governance body in sustainability reporting 	2022 ESG Report - ESG Governance, p. 15-20.
2-15	<ul style="list-style-type: none"> Conflict of interest 	2022 Annual Report - The role of the Board, p. 90.
2-16	<ul style="list-style-type: none"> Communication of critical concerns Communication to highest governance body Total number and nature of critical concerns communicated 	2022 ESG Report - The Board of Directors, p. 15-20. 2022 ESG Report - Trust and transparency, p. 21-22. 2022 Annual Report - Corporate Governance report, p. 82.
2-17	<ul style="list-style-type: none"> Collective knowledge of the highest governance body Measures taken to advance the knowledge, skills and experience of the highest governance body 	2022 ESG Report - ESG Governance, p. 15-20.
2-18	<ul style="list-style-type: none"> Evaluation of the performance of the highest governance body Evaluation process Independence and frequency of evaluations Actions taken in response to evaluations 	2022 ESG Report - ESG Governance, p. 15-20. 2022 Annual Report - Corporate Governance report, p. 82.
2-19	<ul style="list-style-type: none"> Remuneration policies Remuneration policies for members of the highest governance body and senior executives How the policies relate to the management of the organisation's impacts on the economy, environment, and people 	2022 Annual Report - Remuneration report, p 122-127.
2-20	<ul style="list-style-type: none"> Process to determine remuneration Process for designing remuneration policies and determining remuneration Results of votes of stakeholders 	2022 Annual Report - Remuneration report, p 122-127.
2-21	<ul style="list-style-type: none"> Annual total compensation ratio Ratio of annual total compensation for the organisation's highest-paid individual to the median annual total compensation for all employees Ratio of the percentage increase in total compensation for the organisation's to the median percentage increase in annual total compensation for all employees Contextual information necessary to understand the data 	2022 Annual Report - Remuneration report, p 122-127.

Governance and strategy

GRI Standard	Indicator	Location and comments
Strategy, policies and practices		
2-22	<ul style="list-style-type: none"> Statement on sustainable development strategy 	2022 ESG Report - Governance and strategy, p. 12. 2022 ESG Report - Biodiveristy, p. 55-56. 2022 ESG Report - Giving back, p.77. Code of Conduct .
2-23	<ul style="list-style-type: none"> Policy commitments 	
2-24	<ul style="list-style-type: none"> Embedding policy commitments 	
2-25	<ul style="list-style-type: none"> Processes to remediate negative impacts 	
2-26	<ul style="list-style-type: none"> Mechanisms for seeking advice and raising concerns 	
2-27	<ul style="list-style-type: none"> Compliance with laws and regulations 	
2-28	<ul style="list-style-type: none"> Membership associations 	
Stakeholder engagement		
2-29	<ul style="list-style-type: none"> Approach to stakeholder engagement 	2022 ESG Report - Shareholder engagement, p. 14.
2-30	<ul style="list-style-type: none"> Collective bargaining agreements Percentage of total employees covered by collective bargaining agreements Determination of working conditions for employees not covered by collective bargaining agreements 	n/a
General Disclosures		
3-1	<ul style="list-style-type: none"> Process to determine material topics 	2022 ESG Report - ESG strategy, p. 12.
3-2	<ul style="list-style-type: none"> List of material topics 	
3-3	<ul style="list-style-type: none"> Management of material topics 	

Economic and innovation

GRI Standard	Indicator	Location and comments
Economic Performance		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	2022 ESG Report - ESG strategy, p. 12.
103-2	<ul style="list-style-type: none"> The management approach and its components 	2022 Annual Report - Financial review, p. 34 - 41. 2022 ESG Report - ESG Governance, p. 15-19.
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	2022 Annual Report - Key Performance Indicators, p. 42-43. 2022 ESG Report - ESG Governance, p. 15-19.
201-1	<ul style="list-style-type: none"> Direct economic value generated and distributed 	2022 ESG Report - A year in review, p. 25. 2022 Annual Report - Results for the year, p. 178-186.
201-2	<ul style="list-style-type: none"> Financial implications and other risks and opportunities due to climate change 	2022 TCFD Report - Climate-related risks, p. 20-26. 2022 ESG Report - Risk management, p. 20. 2022 Annual Report - TCFD report summary, p. 57-69.
201-3	<ul style="list-style-type: none"> Defined benefit plan obligations and other retirement plans 	2022 ESG Report - Employee benefits, p. 65-66.
201-4	<ul style="list-style-type: none"> Financial assistance received from government 	2022 ESG Report - Trust and transparency, p. 21-22.

Economic and innovation

GRI Standard	Indicator	Location and comments
Procurement Practices		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	2022 ESG Report - ESG strategy, p. 12.
103-2	<ul style="list-style-type: none"> The management approach and its components 	2022 ESG Report - ESG Governance, p. 15-19.
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	2022 ESG Report - ESG Governance, p. 15-19.
204-1	<ul style="list-style-type: none"> Proportion of spending on local suppliers 	2022 ESG Report - How we create value, p. 27. 2022 ESG Report - Sourcing and manufacturing excellence, p. 29. 2022 ESG Report - Supply chain, p. 75.

Economic and innovation

GRI Standard	Indicator	Location and comments
Anti-Corruption		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	2022 ESG Report - ESG strategy, p. 12.
103-2	<ul style="list-style-type: none"> The management approach and its components 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Trust and transparency, p. 21-22. Anti-Bribery and Corruption Policy .
205-1	<ul style="list-style-type: none"> Evaluation of the management approach 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Trust and transparency, p. 21-22. Anti-Bribery and Corruption Policy .
205-2	<ul style="list-style-type: none"> Operations assessed for risks related to corruption 	2022 ESG Report - Trust and transparency, p. 21-22. Anti-Bribery and Corruption Policy .
205-3	<ul style="list-style-type: none"> Communication and training about anti-corruption policies and procedures 	2022 ESG Report - Trust and transparency, p. 21-22. Anti-Bribery and Corruption Policy .
	<ul style="list-style-type: none"> Confirmed incidents of corruption and actions taken 	2022 ESG Report - Trust and transparency, p. 21-22. Anti-Bribery and Corruption Policy .

Environmental

GRI Standard	Indicator	Location and comments
Materials		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	2022 ESG Report - ESG strategy, p. 12.
103-2	<ul style="list-style-type: none"> The management approach and its components 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Environmental management, p. 35-36. Environmental Policy .
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Environmental management, p. 35-36. Environmental Policy .
301-1	<ul style="list-style-type: none"> Materials used by weight or volume 	2022 ESG Report - Sustainable procurement, p. 30. 2022 ESG Report - Environmental targets and progress, p. 33-34. 2022 ESG Report - Sustainable operations and products, p. 48-49. 2022 ESG Report - Waste management, p. 52-53.
301-2	<ul style="list-style-type: none"> Recycled input materials used 	2022 ESG Report - Sustainable procurement, p. 30. 2022 ESG Report - Environmental targets and progress, p. 33-34. 2022 ESG Report - Sustainable operations and products, p. 48-49. 2022 ESG Report - Waste management, p. 52-53.
301-3	<ul style="list-style-type: none"> Reclaimed products and their packaging materials 	2022 ESG Report - Sustainable operations and products, p. 48-49. 2022 ESG Report - Waste management, p. 52-53.

Environmental

GRI Standard	Indicator	Location and comments
Energy		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	2022 ESG Report - ESG strategy, p. 12.
103-2	<ul style="list-style-type: none"> The management approach and its components 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Environmental management, p. 35-36. Environmental Policy .
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Environmental management, p. 35-36. Environmental Policy .
302-1	<ul style="list-style-type: none"> Energy consumption within the organisation 	2022 ESG Report - Energy usage, p. 43-45. 2022 Annual Report - Streamlined energy and carbon reporting, p. 67.
302-2	<ul style="list-style-type: none"> Energy consumption outside of the organisation 	2022 ESG Report - Energy usage, p. 43-45. 2022 Annual Report - Streamlined energy and carbon reporting, p. 67.
302-3	<ul style="list-style-type: none"> Energy intensity 	2022 Annual Report - Streamlined energy and carbon reporting, p. 67.
302-4	<ul style="list-style-type: none"> Reduction of energy consumption 	2022 ESG Report - Energy usage, p. 43-45. 2022 Annual Report - Streamlined energy and carbon reporting, p. 67.
302-5	<ul style="list-style-type: none"> Reductions in energy requirements of products and services 	2022 ESG Report - Energy usage, p. 43-45.

Environmental

GRI Standard	Indicator	Location and comments
Water and effluents		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	2022 ESG Report - ESG strategy, p. 12. 2022 ESG Report - Water stewardship, p. 54.
103-2	<ul style="list-style-type: none"> The management approach and its components 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Environmental management, p. 35-36. 2022 ESG Report - Water stewardship, p. 54. Environmental Policy .
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Environmental management, p. 35-36. 2022 ESG Report - Water stewardship, p. 54. Environmental Policy .
303-1	<ul style="list-style-type: none"> Interactions with water as a shared source 	2022 ESG Report - Water stewardship, p. 54.
303-2	<ul style="list-style-type: none"> Management of water discharge-related impacts 	2022 ESG Report - Water stewardship, p. 54.
303-3	<ul style="list-style-type: none"> Water withdrawal 	2022 ESG Report - Water stewardship, p. 54.
303-4	<ul style="list-style-type: none"> Water discharge 	2022 ESG Report - Water stewardship, p. 54.
303-5	<ul style="list-style-type: none"> Water consumption 	2022 ESG Report - Water stewardship, p. 54.

Environmental

GRI Standard	Indicator	Location and comments
Biodiversity		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	2022 ESG Report - ESG strategy, p. 12-13. 2022 ESG Report - Biodiversity, p. 55-56.
103-2	<ul style="list-style-type: none"> The management approach and its components 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Environmental management, p. 35-36. 2022 ESG Report - Biodiversity, p. 55-56. Environmental Policy .
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Environmental management, p. 35-36. 2022 ESG Report - Biodiversity, p. 55-56. Environmental Policy .
304-1	<ul style="list-style-type: none"> Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas 	2022 ESG Report - Biodiversity, p. 55-56.
304-2	<ul style="list-style-type: none"> Significant impacts of activities, products, and services on biodiversity 	2022 ESG Report - Biodiversity, p. 55-56.
304-3	<ul style="list-style-type: none"> Habitats protected or restored 	2022 ESG Report - Biodiversity, p. 55-56.
304-4	<ul style="list-style-type: none"> IUCN Red List species and national conservation list species with habitats in areas affected by operations 	2022 ESG Report - Biodiversity, p. 55-56.

Environmental

GRI Standard	Indicator	Location and comments
Emissions		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	2022 ESG Report - ESG strategy, p. 12-13. 2022 ESG Report - Carbon emissions, p. 33-42.
103-2	<ul style="list-style-type: none"> The management approach and its components 	2022 ESG Report - ESG strategy, p. 12-13. 2022 ESG Report - Carbon emissions, p. 33-42. Environmental Policy .
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	2022 ESG Report - ESG strategy, p. 12-13. 2022 ESG Report - Carbon emissions, p. 33-42. Environmental Policy .
305-1	<ul style="list-style-type: none"> Direct (Scope 1) GHG emissions 	2022 ESG Report - Greenhouse gas emissions, p. 39.
305-2	<ul style="list-style-type: none"> Energy indirect (Scope 2) GHG emissions 	2022 ESG Report - Greenhouse gas emissions, p. 39.
305-3	<ul style="list-style-type: none"> Other indirect (Scope 3) GHG emissions 	2022 ESG Report - Greenhouse gas emissions, p. 39.
305-4	<ul style="list-style-type: none"> GHG emissions intensity 	2022 ESG Report - Greenhouse gas emissions, p. 39.
305-5	<ul style="list-style-type: none"> Reduction of GHG emissions 	2022 ESG Report - Carbon emissions, p. 33-42.
305-6	<ul style="list-style-type: none"> Emissions of ozone-depleting substances (ODS) 	N/A
305-7	<ul style="list-style-type: none"> Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions 	N/A

Environmental

GRI Standard	Indicator	Location and comments
Effluents and waste		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	2022 ESG Report - ESG strategy, p. 12-13. 2022 ESG Report - Environmental targets and progress, p. 33-34. 2022 ESG Report - Environmental management, p. 35-36.
103-2	<ul style="list-style-type: none"> The management approach and its components 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Environmental targets and progress, p. 33-34. 2022 ESG Report - Environmental management, p. 35-36. 2022 ESG Report - Waste management, p. 52-53. Environmental Policy .
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Environmental targets and progress, p. 33-34. 2022 ESG Report - Environmental management, p. 35-36. 2022 ESG Report - Waste management, p. 52-53. Environmental Policy .
306-1	<ul style="list-style-type: none"> Waste generation and significant waste related impacts 	2022 ESG Report - Sustainable packaging, p. 50. 2022 ESG Report - Taking a life cycle approach, p. 47. 2022 ESG Report - Battery disposal, p. 51. 2022 ESG Report - Waste management, p. 52-53.
306-2	<ul style="list-style-type: none"> Management of significant waste-related impacts 	
306-3	<ul style="list-style-type: none"> Waste generated 	
306-4	<ul style="list-style-type: none"> Waste diverted from disposal 	
306-5	<ul style="list-style-type: none"> Waste directed to disposal 	

Environmental

GRI Standard	Indicator	Locations and comments
Environmental compliance		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	<p>2022 ESG Report - ESG strategy, p. 12. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Environmental targets and progress, p. 33-34. 2022 ESG Report - Environmental management, p. 35-36.</p>
103-2	<ul style="list-style-type: none"> The management approach and its components 	<p>2022 ESG Report - ESG strategy, p. 12. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Environmental targets and progress, p. 33-34. 2022 ESG Report - Environmental management, p. 35-36. Environmental Policy.</p>
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	<p>2022 ESG Report - ESG strategy, p. 12. 2022 ESG Report - Our approach, p. 11 2022 ESG Report - Environmental targets and progress, p. 33-34. 2022 ESG Report - Environmental management, p. 35-36. Environmental Policy.</p>
307-1	<ul style="list-style-type: none"> Non-compliance with environmental laws and regulations 	<p>2022 ESG Report - Trust and transparency, p. 21-22. In the 2022 reporting year, no incidents of environmental non-compliance occurred.</p>

Environmental

GRI Standard	Indicator	Location and comments
Supplier environmental assessment		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	2022 ESG Report - ESG strategy, p. 12. 2022 ESG Report - Supply chain, p. 57. Responsible Sourcing Policy . Environmental Policy .
103-2	<ul style="list-style-type: none"> The management approach and its components 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Environmental targets and progress, p. 33-34. 2022 ESG Report - Environmental management, p. 35-36. 2022 ESG Report - Supply chain, p. 57. Responsible Sourcing Policy . Environmental Policy .
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Environmental targets and progress, p. 33-34. 2022 ESG Report - Environmental management, p. 35-36. 2022 ESG Report - Supply chain, p. 57. Responsible Sourcing Policy . Environmental Policy .
308-1	<ul style="list-style-type: none"> New suppliers that were screened using environmental criteria 	2022 ESG Report - Environmental targets and progress, p. 33-34. 2022 ESG Report - Supply chain, p. 57. Responsible Sourcing Policy . Environmental Policy .
308-2	<ul style="list-style-type: none"> Negative environmental impacts in the supply chain and actions taken 	2022 ESG Report - Environmental targets and progress, p. 33-34. 2022 ESG Report - Supply chain, p. 57. Responsible Sourcing Policy . Environmental Policy .

Social

GRI Standard	Indicator	Location and comments
Employment		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	2022 ESG Report - ESG strategy, p. 12. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Our people, p. 61.
103-2	<ul style="list-style-type: none"> The management approach and its components 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Our people, p. 61.
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Our people, p. 61.
401-1	<ul style="list-style-type: none"> New employee hires and employee turnover 	2022 ESG Report - Our people, p. 61.
401-2	<ul style="list-style-type: none"> Benefits provided to full-time employees that are not provided to temporary or part-time employees 	2022 ESG Report - Employee benefits, p. 65-66.
401-3	<ul style="list-style-type: none"> Parental leave 	2022 ESG Report - Employee benefits, p. 65-66.

Social

GRI Standard	Indicator	Location and comments
Labour / management relations		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	<p>2022 ESG Report - ESG strategy, p. 12. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Our people, p. 61.</p>
103-2	<ul style="list-style-type: none"> The management approach and its components 	<p>2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Our people, p. 61.</p>
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	<p>2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Our people, p. 61.</p>
402-1	<ul style="list-style-type: none"> Minimum notice periods regarding operational changes 	<p>2022 ESG Report - Employee engagement, p. 69.</p>

Social

GRI Standard	Indicator	Location and comments
Occupational health and safety		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	2022 ESG Report - ESG strategy, p. 12. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Our people, p. 61. 2022 ESG Report - Health and safety, p. 72-73. Health and Safety Policy .
103-2	<ul style="list-style-type: none"> The management approach and its components 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Our people, p. 61. 2022 ESG Report - Health and safety, p. 72-73. Health and Safety Policy .
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Our people, p. 61. 2022 ESG Report - Health and safety, p. 72-73. Health and Safety Policy .
402-1	<ul style="list-style-type: none"> Occupational health and safety management system 	2022 ESG Report - Health and safety, p. 72-73. Health and Safety Policy .
403-2	<ul style="list-style-type: none"> Hazard identification, risk assessment and incident investigation 	2022 ESG Report - Health and safety, p. 72-73. Health and Safety Policy .
403-3	<ul style="list-style-type: none"> Occupational health services 	2022 ESG Report - Health and safety, p. 72-73. Health and Safety Policy .

Social

GRI Standard	Indicator	Location and comments
403-4	<ul style="list-style-type: none"> Worker participation, consultation, and communication on occupational health and safety 	2022 ESG Report - Health and safety, p. 72-73. Health and Safety Policy.
403-5	<ul style="list-style-type: none"> Worker training on occupational health and safety 	2022 ESG Report - Health and safety, p. 72-73. Health and Safety Policy.
403-6	<ul style="list-style-type: none"> Promotion of worker health 	2022 ESG Report - Health and safety, p. 72-73. Health and Safety Policy.
403-7	<ul style="list-style-type: none"> Prevention and mitigation of occupational health and safety impacts directly linked by business relationships 	2022 ESG Report - Health and safety, p. 72-73. Health and Safety Policy.
403-8	<ul style="list-style-type: none"> Workers covered by an occupational health and safety management system 	2022 ESG Report - Health and safety, p. 72-73. Health and Safety Policy.
403-9	<ul style="list-style-type: none"> Work-related injuries 	2022 ESG Report - Health and safety, p. 72-73. Health and Safety Policy.
403-10	<ul style="list-style-type: none"> Work-related ill health 	2022 ESG Report - Health and safety, p. 72-73. Health and Safety Policy.

Social

GRI Standard	Indicator	Location and comments
Training and education		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	<p>2022 ESG Report - ESG strategy, p. 12. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Our people, p. 61. 2022 ESG Report - Learning and development, p. 70-71.</p>
103-2	<ul style="list-style-type: none"> The management approach and its components 	<p>2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Our people, p. 61. 2022 ESG Report - Learning and development, p. 70-71.</p>
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	<p>2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Our people, p. 61. 2022 ESG Report - Learning and development, p. 70-71.</p>
404-1	<ul style="list-style-type: none"> Average hours of training per year per employee 	<p>2022 ESG Report - Learning and development, p. 70-71.</p>
402-2	<ul style="list-style-type: none"> Programs for upgrading employee skills and transition assistance programs 	<p>2022 ESG Report - Learning and development, p. 70-71.</p>
403-3	<ul style="list-style-type: none"> Percentage of employees receiving regular performance and career development reviews 	<p>2022 ESG Report - Learning and development, p. 70-71.</p>

Social

GRI Standard	Indicator	Location and comments
Diversity and equal opportunity		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	<p>2022 ESG Report - ESG strategy, p. 12. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Our people, p. 61. 2022 ESG Report - Diversity and inclusion, p. 62-64. Diversity Policy.</p>
103-2	<ul style="list-style-type: none"> The management approach and its components 	<p>2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Our people, p. 61. 2022 ESG Report - Diversity and inclusion, p. 62-64. Diversity Policy.</p>
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	<p>2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Our people, p. 61. 2022 ESG Report - Diversity and inclusion, p. 62-64. Diversity Policy.</p>
405-1	<ul style="list-style-type: none"> Diversity of governance bodies and employees 	<p>2022 ESG Report - Diversity and inclusion, p. 62-64. Diversity Policy.</p>
405-2	<ul style="list-style-type: none"> Ratio of basic salary and remuneration of women to men 	<p>2022 ESG Report - Diversity and inclusion, p. 62-64. Diversity Policy.</p>

Social

GRI Standard	Indicator	Location and comments
Non-discrimination		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	<p>2022 ESG Report - ESG strategy, p. 12. 2022 ESG Report - Trust and transparency, p. 21-22. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Our people, p. 61. Diversity Policy.</p>
103-2	<ul style="list-style-type: none"> The management approach and its components 	<p>2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Trust and transparency, p. 21-22. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Our people, p. 61. Diversity Policy.</p>
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	<p>2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Trust and transparency, p. 21-22. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Our people, p. 61. Diversity Policy.</p>
406-1	<ul style="list-style-type: none"> Incidents of discrimination and corrective actions taken 	<p>2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Trust and transparency, p. 21-22. 2022 ESG Report - Our approach, p. 11. 2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Our people, p. 61. Diversity Policy.</p> <p>There were no incidents of discrimination reported across the Group in 2022.</p>

Social

GRI Standard	Indicator	Location and comments
Freedom of association and collective bargaining		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	2022 ESG Report - ESG strategy, p. 12. 2022 ESG Report - Employee benefits, p. 65-66.
103-2	<ul style="list-style-type: none"> The management approach and its components 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Employee benefits, p. 65-66. Code of Conduct .
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Employee benefits, p. 65-66. Code of Conduct .
407-1	<ul style="list-style-type: none"> Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk 	2022 ESG Report - Employee benefits, p. 65-66. Code of Conduct .

Social

GRI Standard	Indicator	Location and comments
Child labour		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	2022 ESG Report - ESG strategy, p. 12. 2022 ESG Report - Supply chain, p. 57. 2022 ESG Report - Responsible practices, p. 76.
103-2	<ul style="list-style-type: none"> The management approach and its components 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Supply chain, p. 57. 2022 ESG Report - Responsible practices, p. 76.
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Supply chain, p. 57. 2022 ESG Report - Responsible practices, p. 76.
408-1	<ul style="list-style-type: none"> Operations and suppliers at significant risk for incidents of child labour 	2022 ESG Report - Supply chain, p. 57. 2022 ESG Report - Responsible practices, p. 76. Code of Conduct. Responsible Sourcing Policy.

Social

GRI Standard	Indicator	Location and comments
Forced Labour		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	2022 ESG Report - ESG strategy, p. 12. 2022 ESG Report - Supply chain, p. 57. 2022 ESG Report - Responsible practices, p. 76.
103-2	<ul style="list-style-type: none"> The management approach and its components 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Supply chain, p. 57. 2022 ESG Report - Responsible practices, p. 76.
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Supply chain, p. 57. 2022 ESG Report - Responsible practices, p. 76.
409-1	<ul style="list-style-type: none"> Operations and suppliers at significant risk for incidents of forced or compulsory labour 	2022 ESG Report - Supply chain, p. 57. 2022 ESG Report - Responsible practices, p. 76. Code of Conduct. Responsible Sourcing Policy.

Social

GRI Standard	Indicator	Location and comments
Human rights assessment		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	2022 ESG Report - ESG strategy, p. 12. 2022 ESG Report - Trust and transparency, p. 21-22. 2022 ESG Report - Responsible practices, p. 76.
103-2	<ul style="list-style-type: none"> The management approach and its components 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Trust and transparency, p. 21-22. 2022 ESG Report - Responsible practices, p. 76.
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Trust and transparency, p. 21-22. 2022 ESG Report - Responsible practices, p. 76.
412-1	<ul style="list-style-type: none"> Operations that have been subject to human rights reviews or impact assessments 	2022 ESG Report - Trust and transparency, p. 21-22. 2022 ESG Report - Responsible practices, p. 76.
412-2	<ul style="list-style-type: none"> Employee training on human rights policies or procedures 	2022 ESG Report - Trust and transparency, p. 21-22. 2022 ESG Report - Responsible practices, p. 76.
412-3	<ul style="list-style-type: none"> Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening 	2022 ESG Report - Trust and transparency, p. 21-22. 2022 ESG Report - Responsible practices, p. 76.

Social

GRI Standard	Indicator	Location and comments
Local communities		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	<p>2022 ESG Report - ESG strategy, p. 12. 2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Giving back, p. 77-82.</p>
103-2	<ul style="list-style-type: none"> The management approach and its components 	<p>2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Giving back, p. 77-82.</p>
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	<p>2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Giving back, p. 77-82.</p>
413-1	<ul style="list-style-type: none"> Operations with local community engagement, impact assessments, and development programs 	<p>2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Giving back, p. 77-82.</p>
413-2	<ul style="list-style-type: none"> Operations with significant actual and potential negative impacts on local communities 	<p>2022 ESG Report - Social targets and impact, p. 60. 2022 ESG Report - Giving back, p. 77-82.</p>

Social

GRI Standard	Indicator	Location and comments
Supplier social assessment		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	2022 ESG Report - ESG strategy, p. 12. 2022 ESG Report - Supply chain, p. 75. 2022 ESG Report - Responsible practices, p. 76.
103-2	<ul style="list-style-type: none"> The management approach and its components 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Supply chain, p. 75. 2022 ESG Report - Responsible practices, p. 76.
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Supply chain, p. 75. 2022 ESG Report - Responsible practices, p. 76.
414-1	<ul style="list-style-type: none"> New suppliers that were screened using social criteria 	2022 ESG Report - Supply chain, p. 75. 2022 ESG Report - Responsible practices, p. 76. Code of Conduct. Responsible Sourcing Policy.
414-2	<ul style="list-style-type: none"> Negative social impacts in the supply chain and actions taken 	2022 ESG Report - Supply chain, p. 75. 2022 ESG Report - Responsible practices, p. 76. Code of Conduct. Responsible Sourcing Policy.

Social

GRI Standard	Indicator	Location and comments
Public policy		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	2022 ESG Report - ESG strategy, p. 12.
103-2	<ul style="list-style-type: none"> The management approach and its components 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Trust and transparency, p. 21-22. Anti-Bribery and Corruption Policy .
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Trust and transparency, p. 21-22. Anti-Bribery and Corruption Policy .
415-1	<ul style="list-style-type: none"> Political contributions 	2022 ESG Report - Trust and transparency, p. 21-22. Anti-Bribery and Corruption Policy . No political donations were made in the year ended 31 December 2022.

Social

GRI Standard	Indicator	Location and comments
Customer health and safety		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	2022 ESG Report - ESG strategy, p. 12. 2022 ESG Report - Our customers, p. 74.
103-2	<ul style="list-style-type: none"> The management approach and its components 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Our customers, p. 74.
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Our customers, p. 74.
416-1	<ul style="list-style-type: none"> Assessment of the health and safety impacts of product and service categories 	2022 ESG Report - Our customers, p. 74.
416-2	<ul style="list-style-type: none"> Incidents of non-compliance concerning the health and safety impacts of products and services 	2022 ESG Report - Our customers, p. 74.

Social

GRI Standard	Indicator	Location and comments
Marketing and labelling		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	2022 ESG Report - ESG strategy, p. 12. 2022 ESG Report - Our customers, p. 74.
103-2	<ul style="list-style-type: none"> The management approach and its components 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Our customers, p. 74.
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Our customers, p. 74.
417-1	<ul style="list-style-type: none"> Requirements for product and service information and labelling 	2022 ESG Report - Our customers, p. 74.
417-2	<ul style="list-style-type: none"> Incidents of non-compliance concerning product and service information and labelling 	2022 ESG Report - Our customers, p. 74. There were no incidents of non-compliance concerning product and service information and labelling within the reporting period.
417-3	<ul style="list-style-type: none"> Incidents of non-compliance concerning marketing communications 	2022 ESG Report - Our customers, p. 74. There were no incidents of non-compliance concerning marketing communications within the reporting period.

Social

GRI Standard	Indicator	Location and comments
Customer privacy		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	2022 ESG Report - ESG strategy, p. 12. 2022 ESG Report - Our customers, p. 74.
103-2	<ul style="list-style-type: none"> The management approach and its components 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Our customers, p. 74. Group IT Policy .
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Our customers, p. 74. Group IT Policy .
418-1	<ul style="list-style-type: none"> Substantiated complaints concerning breaches of customer privacy and losses of customer data 	2022 ESG Report - Our customers, p. 74. Group IT Policy . There were no substantiated complaints concerning breaches of customer privacy and losses of customer data during the reporting period.

Social

GRI Standard	Indicator	Location and comments
Socioeconomic compliance		
103-1	<ul style="list-style-type: none"> Explanation of the material topic and its boundary 	2022 ESG Report - ESG strategy, p. 12. 2022 ESG Report - Trust and transparency, p. 21-22.
103-2	<ul style="list-style-type: none"> The management approach and its components 	2022 ESG Report - ESG Governance, p. 15-19. 2022 ESG Report - Trust and transparency, p. 21-22.
103-3	<ul style="list-style-type: none"> Evaluation of the management approach 	2022 ESG Report - ESG Governance, p. 15-19 2022 ESG Report - Trust and transparency, p. 21-22.
419-1	<ul style="list-style-type: none"> Non-compliance with laws and regulations in the social and economic area 	2022 ESG Report - Trust and transparency, p. 21-22. In the 2022 reporting year, no incidents of socioeconomic non-compliance occurred.

A full-page background image featuring a winter landscape with snow-covered mountains and a frozen lake under a blue sky. In the foreground, a splash of clear water is captured in motion, creating a dynamic contrast with the cold, still scene.

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