

Governance of our ESG strategy

We recognise that our activities, and the way in which we carry them out, impact well beyond our financial performance. There is increasing evidence that sustainable businesses drive greater long-term profit and value for stakeholders. With this in mind, in 2021 we established our Corporate Responsibility Committee to sit alongside our Audit, Remuneration

and Nomination Committees. Whilst ESG related topics are covered in all Committees, this is a formal Committee of the Board with the overarching goal of monitoring our corporate responsibility initiatives and sustainability targets. The Committee, chaired by Jeni Mundy, plays a crucial role in overseeing the progress towards fulfilling our ESG strategy and ensuring that our

targets and goals are ambitious and realistic. Responsibility for putting our ESG strategy into action spans across the business through specific functions within the business and through our individual guilds and networks, which are empowered to drive change within the organisation.

Driving Change Together. Responsibly.

