



25/7/22

H.E. António Guterres
Secretary-General United
Nations
New York, NY 10017USA

Dear Mr. Secretary-General,

I am pleased to confirm that Creature London supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment, and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture, and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. Creature London will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the UN Global Compact, and annually thereafter according to the UN Global Compact COP policy. This includes:

- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.
- The completion of the online questionnaire of the Communication on Progress through which we will disclose our company's continuous efforts to integrate the Ten Principles into our business strategy, culture and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals

Principle 1 & Principle 2: Respect for human rights is one of Creature London's core values. Our Code of Conduct is signed by all employees and includes the respect for the universal recognised human rights. We state that our team must all be guided by the overarching principle that we are committed to fair and honest conduct and use our judgment and common sense whenever confronted with an ethical issue. Our colleagues are expected to behave according to this code of conduct and promote the UN declaration within the organisation. We assess our activities and ensure they are not causing or contributing to adverse human rights impacts. We analyse our relationships with Government, business partners, and other non-state actors to consider whether they might pose a risk for the company in terms of implicating it in human rights abuse.

Principle 3: Creature London supports the right to exercise freedom of association and collective bargaining. We have a good cooperation with the unions, including any independent parties which we use, information on this can be found in contractual agreements. Creature London has an employee representative on the board. Additionally, all employees have active involvement by their ideas being considered at every board meeting.

Principle 4: Creature London's policies state that we refuse to hire anyone by force or against their will. No one within the company should be subjected to any form of forced labour. All employment is documented with written contracts describing the conditions of employment in a language understood by the employee, signed by both parties. Creature London complies with public working hour regulations and

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21 Curtain Rd, London, EC2A 3LU P. 0203 195 2666 hello@creaturelondon.com creaturelondon.com

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pay fair wages that at a minimum cover the local cost of living. We require our independent parties to engage their employees on fair terms.

Principle 5: Any form of child labour is not acceptable at Creature London or with our contractors. The age limit of working for Creature London is 18 years of age.

Principle 6: Creature London maintains an inclusive environment which is committed to equal opportunities for all employees. Creature London recognises and appreciates that every individual is valuable and unique. We do not tolerate discrimination in any form, based on race, skin colour, disability, nationality, sexual orientation, social background, religion conviction, political conviction, gender, age, or any other personal characteristics. Our Equal Opportunities Policy states that Creature is committed to providing equal opportunities in employment and to avoiding unlawful discrimination in employment and against customers.

Principle 7: One of Creature London's key focus areas is our environmental impact. We calculate our carbon footprint on an annual basis and minimise our negative impact on the environment as best we can. As part of this annual assessment, we review how our practices can be conducted in a more sustainable manner to assist in monitoring our journey to net zero. We are committed to full compliance with all applicable environmental regulations wherever we operate.

Principle 8: We ensure full compliance with all applicable environmental regulations wherever Creature London operates in the world. By assessing, reporting, and minimising our carbon footprint on an annual basis we are reducing our global greenhouse gas footprint. We support global initiatives that reduce the volume of atmospheric carbon while improving the lives of those in the poorest communities with education and lifestyle change initiatives. We offer a service to our clients allowing them to offset the carbon footprint of their production and support these Gold Standard accredited projects, such as in our recent Evergreen shoot.

Principle 9: By engaging with Global Compact Local Networks, we aim to support Principle 9. We aim to join and support issue platforms and workstreams, focusing on those tied to Principle 9. In our office operations, we are going to start only using recycled paper for the printer. Regarding business travel, at least one leg of the trip to our office in Amsterdam must be via train rather than plane. We have always had a recycling policy and have separate collections and refuse bins.

Principle 10: For Creature London, trustworthiness and value creation are formed through governance and compliance. We are committed to full compliance with all applicable laws and regulations wherever we operate in the world. At Creature London, we promote fair and free competition without corruption, bribery, or money laundering. Our Whistleblowing Policy demonstrates our commitment to the highest standards of openness, integrity, and accountability in all our activities and our commitment to ensuring that no employee should feel at a disadvantage in raising legitimate concerns. Our Policy also highlights the protection given to any employees who report malpractice, as provided under the Public Interest Disclosure Act which gives legal protection to employees against being dismissed or penalised by their employer as a result of publicly disclosing certain serious concerns.

Mr. Dan Cullen-Shute
Worldwide CEO

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