

PREFACE

MediaMonks is one of the biggest and fastest growing digital production companies in the world. In the past few years we've taken our business to the far ends of the planet. We are proud to say we've opened offices in London, New York, Los Angeles, Singapore, and—with our recently announced office in the UAE—Dubai. As we continue to grow and strive to be the best digital production company, our responsibility to contribute to the world grows with us. We want to set an example by creating value and opportunities for business and society. That is why we've set ourselves the ambition of being a frontrunner in the digitization of the economy. This is the area where we can make the biggest impact.

However, we can only outline the direction the digital economy is heading and make the first steps towards realizing it. Those who will shape it are the next generation of young talents. We see them as our biggest inspiration, as they make us realize that we are heading in the right direction. In light of this, we—together with eight other leading companies—have developed the Digital Design Master's program to give young talents a stage on which they can grow, providing them with the equipment needed to become a leading presence in the future. The master's program will start February 2016, with a fallback date of September 2016.

In the meantime, we will continue with our efforts pushing digital innovations and using our expertise in the digital field to produce positive campaigns. We strongly believe in the power of combining strengths. By working together with charities, NGOs and other organizations that can profit from our digital expertise, we can make a positive impact on the role of digital in both business and society. With smartwatches, interconnected devices and 3D printing gaining momentum in the personal device market, we can picture the impact of up-and-coming digital innovations having a constructive influence on society.

That said, we realize the energy and data centers needed to digitize our economy place a great pressure on the environment. The emissions we expel as an industry should never be underestimated. Therefore, we continuously strive to optimize our own organizational processes in order to make them more energy efficient. As we cannot do this alone, we actively involve our stakeholders and employees and encourage them to do the same.

LOOKING FORWARD

In the upcoming years we want to continue using our expertise and services for doing good in the world by offering modern solutions to modern problems. Examples of this are solutions for cybercrime, digital divide, e-waste and other contemporary issues that have emerged in our modern society. In 2014 we launched the charitable Feedie app in the Netherlands, produced an interactive experience for the non-profit Autism Speaks MSSNG project, and developed DXM Labworks; a mobile game for the CHPA that lets teens engage with the dangers connected to DXM abuse. What's more, the Sweetie campaign made a real difference in the fight of online child sexual abuse.

As we move forward into 2015, MediaMonks hopes to play an instrumental part in many more positive campaigns that shed light on these types of problems. The digitization of the economy is inevitable. As a leader of the industry, it's our job to make sure it happens in a responsible manner.

In this report you will find the results of our 2014 operational practices as well as an overview of the social campaigns we have been involved with.

VICTOR KNAAP

Main Monk

This report reviews MediaMonks' Corporate Social Responsibility performance in 2014. Complying with United Nations Global Compact, the report follows the GRI guidelines. MediaMonks has been member of the United Nations Global Compact since 2012.

GLOBAL REPORTING INITIATIVE (GRI)

The Global Reporting Initiative is a non-profit organization that promotes economic, environmental and social sustainability. GRI provides all companies and organizations with a comprehensive sustainability reporting framework that is widely used around the world.



UNITED NATIONS GLOBAL COMPACT (UNGC)

The United Nations Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption.



CORPORATE SOCIAL RESPONSIBILITY (CSR)

Corporate Social Responsibility is a form of corporate self-regulation integrated into a business model. CSR is titled to aid an organization's mission as well as a guide to what the company stands for and will uphold to its consumers.

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MANAGEMENT SUMMARY

MEDIAMONKS

MediaMonks is the biggest creative digital production company on the planet. We specialize in working for and with advertising agencies to craft amazing digital work for global brands. You can find us anywhere on the Web as well as in Amsterdam, London, New York, LA, Singapore and Dubai. MediaMonks boasts an in-house team of 200 Monks that are versed in an infinite range of digital disciplines, collectively covering anything you could possibly throw at a digital campaign.

CREATING SHARED VALUE

In 2014, we've put a strong effort into our role in society by going beyond a regular Corporate Social Responsibility program. Where CSR is reactionary (a response to a growing concern from employees, customers and investors about business conduct), we've made moves towards the process of bringing business and society together to achieve success cooperatively.

Creating shared value for business and society lies in the heart of our way of doing business, and forms the foundation of the choices we make and for all business execution. For MediaMonks, being responsible and showing leadership is inextricably linked to being a positive influence through the things we produce. All in all, we want to add value to the areas in which we can make our biggest impact. This year we explored these areas and reformulated them into three pillars that we obtained in our corporate strategy:

1. Letting talents flourish

It's a well-known fact that the people make the company, as it is their talents that define the business. In our case, our employees are the ones that help us achieve our goals, and it's because of this that we want to be the best employer possible by taking care of them. As many employees enter the business at a young age, MediaMonks is their home base, the place where they grow up. We take this role very seriously and provide our employees with an environment in which they can

develop themselves both personally and professionally, allowing their talents to flourish.

MediaMonks takes pride in the fact that, as a business, we kick start careers and provide opportunities for those fresh out of education in an otherwise troubling job market. What's more, we are a frontrunner in taking Dutch Digital Design to the next level – internationally. To this end, we and 8 other digital agencies are developing the Digital Design Master's to educate new talent and to take Dutch Digital Design to the international stage.

2. Offering our talents where needed

We utilize our talents and expertise to accelerate charity projects and social initiatives to help them achieve their goals. By producing digital campaigns for charitable causes, we help provide exposure and awareness for initiatives in a digital era. Examples of this can be seen in the Feedie, Sweetie and MSSNG campaigns.

3. Our way of working

Our way of working is fair, sustainable and effective. Part of being the best is striving for operational excellence in every part of your company. While we haven't set up a separate division for this, we make sure it is integrated within our HR, facility management, and general procurement.

PERFORMANCE 2014

MediaMonks started measuring performance on CSR indicators over 2012. This assessment will be repeated every year and forms a basis for improvement policy. In the following chapter you will read the elaboration of the scores from 2014.

2014 IN NUMBERS

5

OFFICES (AMSTERDAM, LONDON, NEW YORK, LA, SINGAPORE)

195

EMPLOYEES

1228

PRODUCTIONS DELIVERED

21.3m

TURNOVER IN EUROS

653 tonnes

CO2 EMISSIONS

4

CHARITIES SUPPORTED

MOST IMPORTANT FIGURES

PEOPLE

Employee / Employer ratio	0.29	<i>lowest gross income / highest gross income [ratio]</i>
Health & Safety		
<i>Absenteeism</i>	1.4	<i>absent hours / yearly worked hours [%]</i>
<i>Accidents</i>	0	<i>number / year [#]</i>
Training & Education	132	<i>€ / FTE [€]</i>
Nationalities	28	<i>number [#]</i>
Diversity	0.18	<i>female / male [ratio]</i>

ENVIRONMENT & ENERGY

	CO2 emission [tonnes]	CO2 emission [kg] / FTE
Mobility		
<i>Car</i>	71	471
<i>Public Transport</i>	96	522
<i>Flights</i>	404	1,794
Energy	135	738
Water	317	1.8

BUSINESS

Innovation	11,529	hours / yearly worked hours [#]
Suppliers		
<i>CSR policy</i>	26	number of top 20 suppliers [%]
<i>Publicly disclosing CSR policy</i>	26	number of top 20 suppliers [%]

COMMUNITY

Donations		
<i>Projects for Public good</i>	4	projects per year [#]
<i>Unpaid / voluntary hours</i>	1,197	hours per year [#]

LETTING TALENTS FLOURISH

I PEOPLE

PERFORMANCE 2014

Employee / Employer ratio	0.29 <i>lowest gross income / highest gross income [ratio]</i>
Health & Safety	
<i>Absenteeism</i>	1.4 <i>absent hours / yearly worked hours [%]</i>
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A CULTURE OF MEDIAMONKS

Our company is a temple run by Monks. Their work is the reason we're proud to hand out our business cards to clients across the world. Therefore, fair remuneration, the development of their talents, the stimulation of new challenges and opportunities, and the construction of a cohesive culture are imperative to creating an excellent working environment. Our company structure avoids strict hierarchies as they create problematic barriers that effect general workflow and the work relations between junior and senior employees. Our team leaders manage and coordinate projects, ensuring deadlines are met, however; beyond that, all team members are treated as equals – each committed to making the best work possible in the time available.

As employers we nurture relationships with our employees through regular meetings and by hosting events both in and out of working hours. MediaMonks is known for its carefully cultivated culture: our MediaMonks Culture Club organizes a whole host of team building events led by an event manager. These range from our annual winter sports trip and 'Summer Soirée' to tech conferences and unique department outings. However, our focus isn't solely on keeping things fun outside of the office. As our work is primarily digital, it's no surprise our Monks spend a majority their time in sat in front of screens. We therefore try to stimulate a healthy, safe, and above all creative work environment. What's more, we try to provide opportunities for staff to leave their desks by creating spaces for relaxing, gaming and even partying.

MONKS IN TRAINING

MediaMonks is proud of its ambitious and talented people. They are eager to learn and advance their careers. MediaMonks believes in talent development by training on the job: Every junior employee is accompanied by a senior during their time with the company.

We see our team leaders as coaches. They make sure our employees are equipped and mentally prepared when moving forward with their personal development. The coach leads their team to success, supporting them in becoming the best at what they do. In doing so, we foster a culture of development by supporting training requests by our employees. Next to employee personal goals, our coaches encourage junior Monks to use their talents to contribute in achieving the collective goal of MediaMonks. By doing this we are able to develop the organization as a whole.

We also offer students from different educational backgrounds the opportunity to follow a traineeship or work as an intern. MediaMonks is certified to offer internships for two relevant schools:

1. ECABO, for future of Assistant Communication, Marketing employee, management/CEO assistant
2. GOC for creative industry: graphic and interactive media design, game designer, web developer, game developer, animation and audiovisual design and authoring

In addition, we actively offer Business English for those involved with international relations, and Dutch courses for our expatriates. In 2014, 14 Monks participated in a 12-course training in Dutch for expats.

TAKING CARE OF OUR MONKS

The health & well being of our employees is a serious matter. Our Monks work hard. We want to make sure this happens in a safe and healthy environment. This means having safety procedures and standards in place, such as emergency response qualified staff (in Dutch: "BHV") and all health and safety regulations (in Dutch: "ARBO"). It also means providing a wide variety of healthy catering options and encouragement in sport event involvement, such as our annual skiing trip, football team and various marathons.

Aside from our health and safety measures during work, MediaMonks also provides high-quality support to our employees' personal lives. If needed, we will provide loans, assistance with debt, as well as general advice and administrative support. With many of our staff coming from all over the country and even overseas, MediaMonks pays careful attention to housing and accommodation. We offer assistance in finding homes alongside providing temporary accommodation in our MediaMonks apartment. Rooms are offered for free to interns and at a low cost for full-time employees. Such premises drastically improve the possibilities for international individuals to work for MediaMonks, making their move and relocation a far less stressful experience.

In 2014 our combination of an excellent working environment and health and safety measures have led to 1,4% absenteeism and the successful prevention of any accidents.

The health & well being of our employees is a serious matter. Our Monks work hard. We want to make sure this happens in a safe and healthy environment.

A DIVERSE FAMILY WITH EQUAL VALUES

Like all global companies, we have a lot of cultural diversity amongst our employees. With numerous nationalities gracing our global office, around 20% of the MediaMonks workforce is non-Dutch. The management of MediaMonks encourages this diversity as it increases the national perspective of our work. Our recruitment methods are set to attract and align the most-talented people; besides their talents, it's essential they fit in with our culture of Monks. All Monks should hold the similar values and have the same work ethics. Therefore, we put a significant amount of effort into the preservation of our cultural values.

II EDUCATION & INNOVATION

PERFORMANCE 2014

Innovation

11,529 hours / yearly worked hours [#]

Our goal is to become a frontrunner of digital design and to inspire young talent in the process. We want to provide talented people with a platform that allows them to be enthusiastic about working within this field. Furthermore, we continuously strive for innovation within our own sector and search for the latest technologies that will help improve it.

DIGITAL DESIGN MASTER

In 2014, MediaMonks and several other Dutch agencies started to develop the first Digital Design Master's in the Netherlands. This master's was created to educate new talent in the hopes of them achieving an internationally renowned diploma in digital design. MediaMonks and its partners plan to take Dutch Digital Design to the international stage to improve its reputation worldwide. The Digital Design Master is a two year-program. The course is scheduled to start in February 2016, with a fallback date of September. In the years to come, we will intensify our efforts to contribute to the development of young talents and making the Digital Design Master a comprehensive and progressive master-study.

DIGITAL LEADERSHIP & INNOVATION

The success of MediaMonks is based on the innovative use of new digital technologies in its campaigns, for which it has received around 500 honors and awards to date. MediaMonks pushes the creative boundaries of what is possible with existing platforms and contributes to raising awareness of digital innovation amongst the general public.

MediaMonks innovation and development work is eligible for the fiscal stimulus of WBSO (Wet Bevordering Speur- en Ontwikkelswerk). In 2014, 11,529 hours of WBSO grant have been assigned to MediaMonks, which amounts to 3,15% of the total amount of hours worked. This gave us the time and capacity to perform research

& development activities and search for innovations regarding new software and creative products. You can find a selection of our innovative projects from 2014 below:

Starbucks App

Following the app's success as the most-used mobile loyalty and payment platform in the US, MediaMonks worked with Starbucks to produce a tailored version for the EMEA region. Combining the personalization of the Starbucks Card with a rich blend of natively digital features, users can locate nearby stores, see local promotions and pay using their mobile device.

Utopia

MediaMonks produced a 24/7-companion platform for Utopia, one of the biggest entertainment concepts of 2014. The platform acts as a way for viewers to follow, support, recruit and enroll in the society that's being built. By registering for a Utopia passport, a wide selection of interactive features and fun become available, making for an innovative interactive experience.

Six Degrees of Tennis

For this production we teamed up with DDB New York to create a desktop, tablet and mobile site that enabled users to explore their Facebook network to discover how they're connected with friends based on interests in tennis. The project's innovation is tied to the fact that we placed users' connections within a WebGL graph that connected different tennis fans from around the world.

OFFERING OUR TALENTS WHERE NEEDED

I CHARITY

PERFORMANCE 2014

Donations

Projects for Public good

4 projects per year [#]

Unpaid / voluntary hours

1,197 hours per year [#]

OFFERING OUR EXPERTISE WHERE NEEDED

MediaMonks shares its digital expertise with charity projects and social initiatives to help create exposure for great causes. Our knowledge of design and digital communications allows us to help social initiatives and charity projects in achieving their goals. We provide voluntary hours to help build digital communication platforms, digital videos, applications and productions to help them convey their message to a large digital audience.

VOLUNTARY HOURS FOR PUBLIC GOOD

We have invested a substantial amount of time and resources into these great charitable projects. In 2014 we have donated in kind a total of 1,197 hours to 4 foundations and social initiatives for the public good in the Netherlands, in the UK and in the US. These charity projects vary from supporting an initiative on the understanding of autism to offering our help to the Museum of Childhood.

Next to offering our expertise, we also make donations to several foundations, like Stichting Hartekind and Stichting JongeHonden. Additionally, we have made some donations to governmental campaigns of the municipality of Hilversum.

FEEDIE

In 2014, following the successful launch in the US, MediaMonks held a launch party for the app in the Netherlands. This marked the continuation of our charity efforts with the Feedie platform. Feedie is the first photo sharing application for foodies with a philanthropic appetite.

Shared food photos are transformed into actual shared food with those who need it – children in South Africa. The application was launched in the US, where over 6 million Americans regularly use foodie apps, and only one of them has the power to feed the hungry: Feedie for the Lunchbox Fund, by Tribal New York and MediaMonks.

MSSNG

MSSNG is a groundbreaking collaboration between Google and Autism Speaks to create the world's largest genomic database on autism. The database is based on 10,000 DNA samples, each of which was converted into one of 10,000 posters that were put on sale. All proceeds went directly to the funding of Autism Speaks' research. MediaMonks created the interactive experience for the project that lets users explore the art of growing microscopic DNA crystals.

100 LIVES

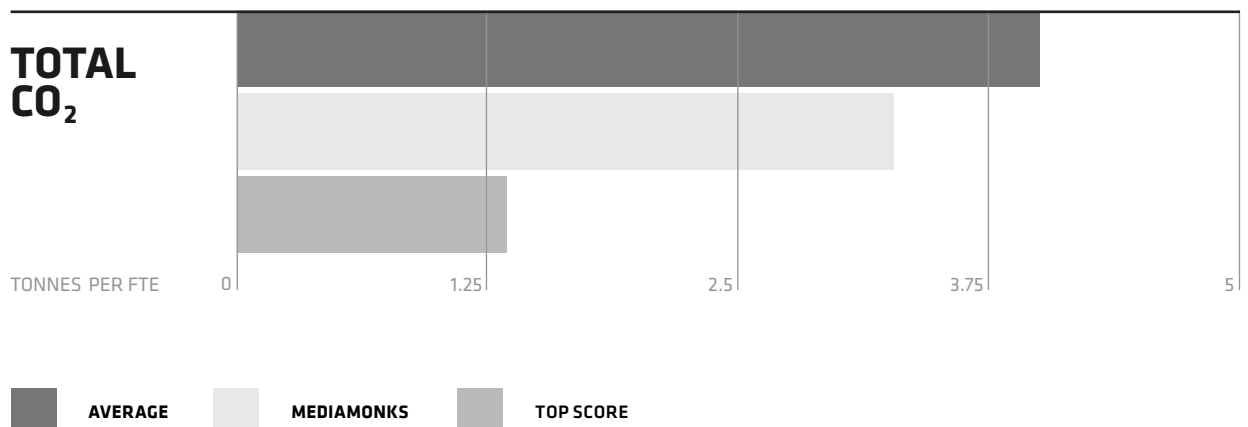
100 LIVES is an initiative led by Vartan Gregorian, Ruben Vardanyan and Noubar Afeyan, along with individuals of Armenian origin whose achievements were made possible by acts of valor committed a century ago. MediaMonks produced a website platform to celebrate those who helped Armenians in need one hundred years ago. The platform tells their stories and allows others to thank them and continue their spirit by supporting people and organizations that keep the legacy of gratitude alive.

A FAIR AND SUSTAINABLE WAY OF WORKING

I ENVIRONMENT & ENERGY

PERFORMANCE 2014

		Amount	CO2 emission [tonnes]	CO2 emission [kg] / FTE
Mobility				
<i>Commuting</i>	<i>Car</i>	273,694 km	56	307
	<i>Public Transport</i>	2,175,733 km	93	522
<i>Business</i>	<i>Car</i>	67,878 km	15	80
	<i>Flights</i>	2,228,187 km	249	1,794
Energy	<i>Gas</i>	6,559 m ³	12	65
	<i>Electricity</i>	271,116 kWh	123	672
Water		1,064 m ³	217	1.73



We believe the digital industry is a key player in the efforts to form a low-carbon society, as digital practices are—for the most part—eco-friendly. Digital has paved its way as an alternative to print, reducing the need for paper publications and excessive newspaper delivery services thanks to the revolutionary changes within the news industry.

However, due to the nature of their work digital production agencies consume large portions of electricity. This is due to an intensive use of computers, displays and servers. For a little perspective on the global impact of the total digital traffic worldwide, all the data centers in the world together consume 2% of the global electricity supply. This is similar to the carbon footprint of the airlines industry.

To address this issue, over the past few years we've implemented all necessary means to improve our business processes and reduce emissions, distinguishing three key areas: energy, waste and sustainable procurement. MediaMonks strives for operational excellence in these areas and tries to keep its environmental impact to a minimum.

ENERGY EFFICIENCY MEASURES

The biggest impact we can make regarding our carbon footprint is the conservation of energy. We manage this by making changes to efficiency measures in our electricity usage – one of our largest emissions. This includes central power switches and energy saving lights, as well as purchasing electricity generated with green-certification.

We are always on the lookout for ways of improving our energy efficiency. Together with our strategic partners, we constantly strive for innovations in our data center. We've deliberately chosen a data center that makes use of cold corridors, smart meters, and extensive virtualization of its servers. These measurements have led to a decrease in electricity and gas use this year.

As a growing international agency our mobility between offices and meetings has increased, and is therefore

increasing the size of our carbon footprint. This is one of the reasons that we encourage our Monks to use public transport when commuting to work. We do this by offering every employee a yearly subscription for free public transport to and from work. Additionally, our office headquarters are located directly next to the train station – a consideration we made when opening up shop. In 2014, this resulted in a growing number of Monks commuting to work by train.

As for our increasing number of flights abroad, we have opened offices in parts of the world that our business frequents; these locations include Singapore, New York, London and LA – with Dubai as new location that is opening shortly. Moreover, we promote the use of video and telephone conference calls between offices, striving to compensate our flights in the upcoming year.

OUR WASTE HANDLING

As most of our output is digital we produce minimal physical waste. We have little paper waste due to our digital administrative processes and the majority of waste produced at MediaMonks is organic, and therefore biodegradable. In addition to paper and glass recycling, MediaMonks also collects plastic waste. As our organization is growing we put our best efforts into ensuring all employees are aligned with the practice of keeping our physical waste to a minimum.

When it comes to old hardware, MediaMonks uses a sustainable end-of-life policy that distinguishes three scenarios:

1. If hardware isn't working, we will try to repair it first. If this isn't possible, the hardware will be recycled through appropriate means.
2. Workable parts of old hardware will be re-used.
3. Hardware (or parts of old hardware) that we cannot use anymore will be sold.

II SUSTAINABLE PROCUREMENT

PERFORMANCE 2014

Suppliers		
<i>CSR policy</i>	26	number of top 20 suppliers [%]
<i>Publicly disclosing CSR policy</i>	26	number of top 20 suppliers [%]

We put a lot of effort into making our supply chain more sustainable. One aspect of our efforts is a conscious choice of suppliers. For all business partners and suppliers we apply basic sustainable procurement principles: With new tenders, we take into account our sustainability principles and ask our suppliers what they do to reduce their environmental impact. Based on the size of the potential order and influence this has on our operations, we're able to make the best choice for sustainability. Additionally, we encourage our suppliers and business partners to pay attention to CSR by explaining its importance. Energy, office supplies and other facility requirements thereby have our full priority. This helps us to maintain a fair and transparent relationship with all parties involved.

SUPPLIER ASSESSMENT

We are aware of the fact that our choice of supplier has a significant impact on our total carbon footprint. To ensure our sourcing is transparent, we assess the sustainability of the behaviors and practices of our current suppliers by analyzing the annual CSR policies and publications of the 20 largest suppliers.

More than 25% of our suppliers are transparent about their CSR policies, presenting them openly on their website. Examples of our suppliers who are transparent are NS, Vodafone Libertel BV and Sligro NV.

CLIENTS

As clients are our main point of business, we take special measures to ensure relations stay favourable and productive for both the client and our company. These measures include the handling of client data security and privacy, which we manage in two ways:

1. Confidentiality

Any customer data or information that relates to their production is treated confidentially at all costs. Every MediaMonks employee has signed non-disclosure agreement, acknowledging that they cannot disclose data or information from MediaMonks nor our customers or other business partners. The same goes for all our suppliers that are dealing with our core business, or are in direct contact with our customers.

On a more regular basis, employees are informed by their team leader about developments regarding customer data, privacy and integrity on specific assignments. Sometimes, a customer even requires the individual MediaMonks project team members to sign a special non-disclosure agreement specific to their project.

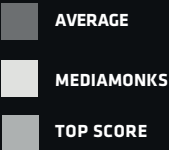
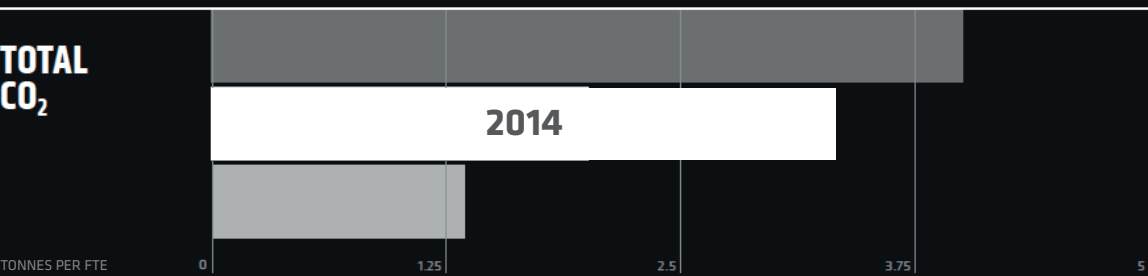
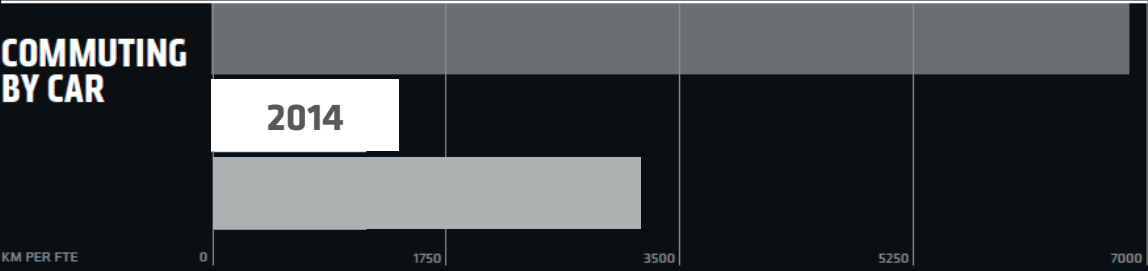
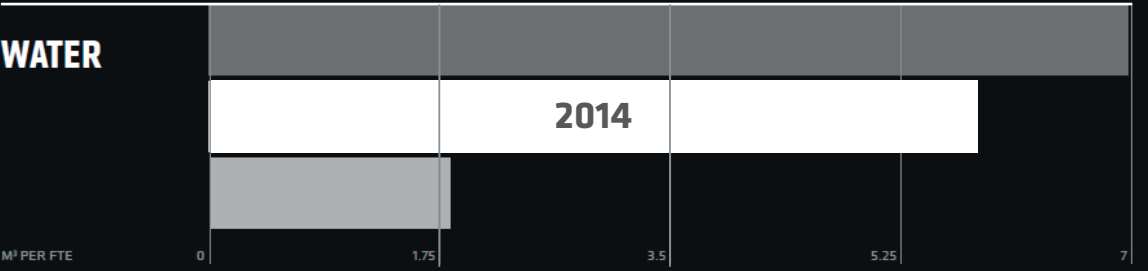
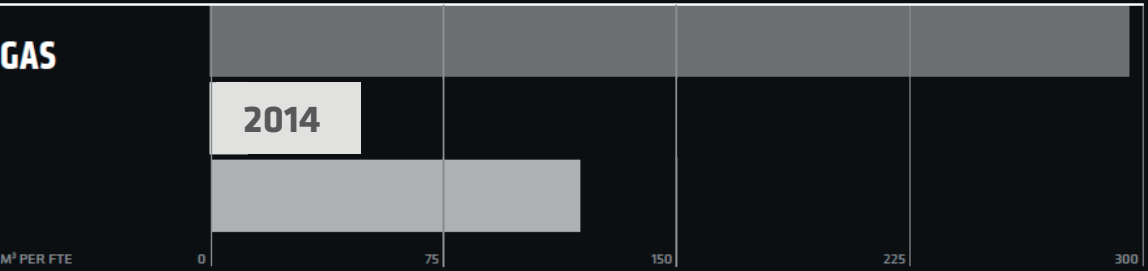
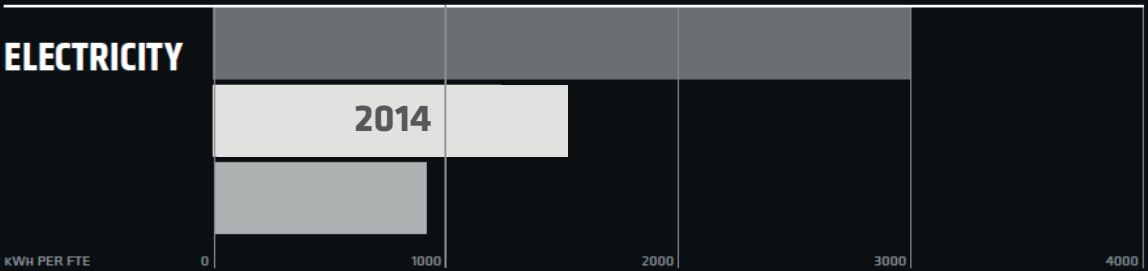
Our data and our office have been secured to the highest industry standards. All work is processed on in-house servers, managed by an ISO 27001 certified datacenter manager and secured by a hardware firewall. We do not make use of cloud services, and only our IT staff has access to these servers. What's more, the in-house servers are protected by an alarm and secured electric gates. These measurements are used to optimally secure our and our clients data and information.

2. Integrity

To maintain fair relationships with our customers, MediaMonks employees are prohibited to purchase goods or services from a client unless the purchase is made at the standard price and if it is subject to the same conditions as for the public. It is also forbidden to accept money, gifts or goods or to oblige oneself in any way to the client.

MEDIAMONKS ENVIRONMENTAL PERFORMANCE 2014

The results below indicate MediaMonks' performance relative to the 'average' office and best practices in the Netherlands. The scores are based on a benchmark set by the Dutch government.



APPENDIX

TEN UNIVERSALLY ACCEPTED PRINCIPLES

The UN Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment and anti-corruption:

PRINCIPLES UNITED NATIONS GLOBAL COMPACT		PAGE
Principle 1	Support and respect protection of internationally proclaimed human rights. MediaMonks takes a clear position against violations of basic human rights, such as the right to privacy and integrity.	7, 10
Principle 2	Make sure business is not complicit in human rights abuses. MediaMonks contribute to this by promoting fair labour conditions in all our offices, and have integrated this into our human resource policy and procurement policy.	6, 7, 10
Principle 3	Uphold freedom of association and right to collective bargaining. MediaMonks respects the freedom of association and employees' rights to organize or join employee organizations.	6, 7
Principle 4	Support elimination of all forms of forced and compulsory labor. Diversity is a prerequisite for success and all discrimination is prohibited. For example, in total 17 different nationalities are working at MediaMonks.	6, 7, 10
Principle 5	Support effective abolition of child labor We do not tolerate bullying or other physical or verbal acts of an abusive nature. Decisions that concern employment, promotions, development and compensation are based on the employee's job knowledge and competence.	6, 7, 10
Principle 6	Eliminate discrimination in employment and occupation Active responsible supply chain management helps us track possible human rights violations such as child, forced or compulsory labor.	6, 10
Principle 7	Support a precautionary approach to environmental challenges MediaMonks works actively towards minimizing our environmental impact - it is part of our daily practice. Focus areas within our environmental policy are energy, mobility and waste.	13, 14
Principle 8	Undertake initiatives to promote greater environmental responsibility Active sustainable supply chain management helps us raise awareness on energy efficiency amongst our suppliers, and work with them on innovations.	13, 14
Principle 9	Encourage the development and diffusion of environmentally friendly technologies Knowledge is an important factor to our environment and energy management. We work together with our strategic partners on innovative energy measurements - for example, with our datacenter supplier.	8, 10, 14
Principle 10	Work against all forms of corruption, including extortion and bribery MediaMonks has zero tolerance with regards to all forms of bribes and corruption. We neither offer nor accept gifts and hospitality that are improper. This is integrated into our contracts with our employees, who have also signed a non-disclosure agreement to prevent data breaches. Our undertaking is to conduct ourselves in an ethically correct manner in everything we do, in compliance with applicable legislation and our company values, industry standards and international guidelines.	14

OUR CSR PROGRAM

For questions, recommendations or ideas about the MediaMonks policy, please contact us:

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