

PREFACE

MediaMonks is one of the biggest and fastest growing creative production companies in the world. In the past couple of years, we took our business to the far ends of the world; we are proud to have set foot in Buenos Aires, São Paulo, Shanghai and other world cities. In this leading position, our business involves an ever-growing responsibility to contribute to a better world.

We strongly believe in the power of combining strengths and creating shared value when it comes to contributing to society. As a creative production company, we dedicate ourselves to produce digital innovations. Therefore, we are most valuable when we make it possible for other parties to benefit from our digital expertise.

This is why we dedicate a significant number of voluntary hours to creating impactful digital campaigns and products for charities and other projects for the public good. One of the projects we worked on in 2016, was for the Missing Children Europe initiative. We produced the Remumber app that helps children memorize important phone numbers by changing their smartphone's security code to the number they should know by heart. The app is made for the ever-growing number of kids who completely rely on their smartphone for memorising numbers.

We realize that the energy and data centers needed to digitalize our economy put a great pressure on the environment. The emissions we expel as an industry shouldn't be underestimated. Therefore, we continuously strive to optimize our own organizational processes and make them more energy efficient. As we can't do this alone, we actively involve and encourage our stakeholders and employees to do the same.

What's more, setting foot in international cities helps us reducing our overall footprint and contributes to a low-carbon economy too, especially when it comes to our worldwide logistics.

OUR WAY FORWARD

In the upcoming years we want to continue using our expertise and services to doing good in the world by offering modern solutions for modern problems. These include solutions for cyber crime, digital divide, e-waste and other polluting artifacts of our modern society. The digitalization of the economy is an ongoing development. As a leader of the industry, it's our job to make sure this development happens as responsible as possible.

In the following report you will find the results of our 2016 operational daily practices as well as the choices we've made in our efforts to become a more responsible global company.

VICTOR KNAAP

Main Monk

This report reviews MediaMonks' Corporate Social Responsibility performance of 2016. Complying with United Nations Global Compact, the report follows the GRI guidelines. MediaMonks is a 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 2016

MediaMonks is a creative production company that works for and with advertising agencies to craft amazing digital work for global brands. You can find us anywhere online as well as in Amsterdam, London, Stockholm, Dubai, New York, LA, Buenos Aires, São Paulo, Singapore and Shanghai. As of 31.12.2016, MediaMonks consist of an in-house team of 600+ Monks that are versed in a wide range of digital disciplines, jointly able to produce digital projects from A to Z. We're very proud that MediaMonks is being awarded the most FWA's worldwide and that, also in 2016, we've received numerous Webbies and Cannes Lions.

CREATING SHARED VALUE

MediaMonks strives to be the best creative production company in the world. This requires taking initiative, responsibility and adding long-term value with regard to our stakeholders and the world around us. In 2016, we have actively addressed the exercise of creating shared value, and therefore we set ourselves the goal to go beyond a regular Corporate Social Responsibility (CSR) program.

CSR is a response to a growing concern from employees, customers and investors about our business conduct and is therefore reactionary. Creating shared value is a progressive attitude as it opens up the opportunity for businesses and society to achieve success in a joined effort.

We can be most effective in creating shared value when we tap into and apply our core business and expertise. Our evaluation of our sources, abilities and expertise has led to formulating the following three pillars which we've incorporated in our business strategy:

1. Giving talents the opportunity to grow

At the heart of our business are the people who work here, their talents form the engine that keeps our business going. MediaMonks aims to be the best employer possible by taking care of its people. Many of our employees start their working life at our company and consider MediaMonks to be a home base. As these employees enter MediaMonks at a young age, it's also the place where they develop themselves. We take our responsibility in this matter utterly serious and provide our employees with a work environment and company culture that allows them to grow on both a personal and professional level.

Many of our employees can be considered to belong to Generation Y, the demographic cohort that's also known as Millennials. This generation is ascribed to show an increased use and understanding of media, communications and digital technologies. We do not only want to learn from their notions and know-how, we're very keen to provide them with the time and resources to further explore and advance these fields of interests.

Moreover, we have given ourselves the task of taking Dutch Digital Design to the next level and bring it onto the international stage. To educate new talent and to make Dutch Digital Design internationally recognized, we have developed the Digital Design Master. In September 2016, 25 international students started this master that is funded by the government for the coming 10 years.

2. Offering our talents and expertise.

We share the opinion that digital design and production can contribute to a better world as they offer modern solutions to contemporary challenges and problems. As in previous years, in 2016 we made our talents and expertise available to contribute to the mission of various projects and social initiatives.

3. A fair, sustainable and effective way of working

MediaMonks puts a strong effort in working fair, sustainable and effective as this benefits the world as well as the company. Being the best can only be achieved when this way of working is applied and maintained throughout the entire company. We haven't dedicated a separate department to this end, but we make sure it's integrated in our general procurement and facility management. As a result of our efforts, we have successfully reached our energy efficiency target for our Amsterdam headquarters. We changed our energy label from D to A, by installing solar panels, PV panels, LED lighting and making other energy saving changes, to work on our energy efficiency goals.

PERFORMANCE 2016

MediaMonks has started with measuring its performance on CSR indicators with the evaluation of the year 2012. We have and will continue this type of assessment yearly as it forms the foundation of our improvement policy.

This report contains the performance overviews of 2016 of the Amsterdam, London, LA and New York offices. The overviews of the offices in São Paulo, Stockholm, Shanghai, Buenos Aires, Singapore and Dubai are not included as they operate according to their own and separate conduct of business.

2016 IN NUMBERS

10

**OFFICES (AMSTERDAM, LONDON, STOCKHOLM,
DUBAI, NEW YORK, LA, BUENOS AIRES, SÃO PAULO,
SINGAPORE AND SHANGHAI)**

600+

EMPLOYEES

1071

PRODUCTIONS DELIVERED

66m

TURNOVER IN EUROS

1113 tonnes

CO2 EMISSIONS

6

CHARITIES SUPPORTED

*Figures at 31.12.2016

MOST IMPORTANT FIGURES

*The MediaMonks CSR performance figures are based on the yearly average number of 363 employees in 3 countries.

PEOPLE

Employee / Employer ratio	0.09	<i>lowest gross income / highest gross income [ratio]</i>
Health & Safety		
<i>Absenteeism</i>	2.95%	<i>absent hours / yearly worked hours [%]</i>
<i>Accidents</i>	0	<i>number / year [#]</i>
Training & Education	89.40	<i>€ / FTE [€]</i>
Nationalities	46	<i>number [#]</i>
Diversity	0.26	<i>female / male [ratio]</i>

ENVIRONMENT & ENERGY

	CO2 emission [tonne]	CO2 emission [kg] / FTE
Mobility		
<i>Car</i>	131	380
<i>Public Transport</i>	218	629
<i>Flights</i>	557	1609
Energy	194	560
Water	1268	3.66

BUSINESS

Innovation	62,662 hours / yearly worked hours [#]
Suppliers	
<i>CSR policy</i>	58% number of top 20 suppliers [%]
<i>Publically disclosing CSR policy</i>	53% number of top 20 suppliers [%]

COMMUNITY

Donations	
<i>Projects for Public good</i>	6 projects per year [#]
<i>Unpaid / voluntary hours</i>	777 hours per year [#]

GIVING TALENT THE OPPORTUNITY TO GROW

I PEOPLE

PERFORMANCE 2016

Employee / Employer ratio	0.09	<i>lowest gross income / highest gross income [ratio]</i>
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TAKING CARE OF OUR MONKS

The health & well-being of our employees is an important and serious matter to us. Our Monks work hard and we want to ensure that they are provided with a safe and healthy work environment. This entails having all important safety procedures and standards in place, such as having emergency response qualified staff (in Dutch: BHV) and applying all health and safety regulations (in Dutch: ARBO).

We also make sure to provide healthy catering. We concern ourselves with both offering nutritious meals as well as contributing to sustainability. To accomplish the latter issue, we've introduced 'vegetarian Tuesday' and work with local food suppliers as much as possible.

Moreover, to promote a healthy lifestyle we encourage our people to take part in sport events such as the annual skiing trip and outdoor activities like Mud Masters and bootcamp sessions.

Next to installing health and safety measures that concern employees' working life, MediaMonks also offers support to its employees when it comes to their personal lives. If needed, we will provide loans and assistance with debt as well as offer general advice and administrative support. As many of our employees come from all over the world, we concern ourselves with the issue of housing and accommodation. We not only offer assistance in finding a house, each MediaMonks office has a MediaMonks house. Full-time employees are offered a room at low cost and interns at no cost at all. This doesn't only contribute to the potential for people from abroad to work at MediaMonks, it makes their move and relocation a far less stressful experience.

In 2016, the combination of an outstanding working environment and our health and safety measures have led to the successful prevention of any accidents and a very low degree of absenteeism.

A DIVERSE FAMILY WITH EQUAL FAMILY VALUES

As is common for most global companies, there is a lot of diversity amongst our employees. Numerous nationalities from all over the world work at MediaMonks, almost 20% of the employees is non-Dutch. We consider diversity to be highly valuable and the management of MediaMonks encourages this diversity as it really benefits our organization. In our effort to attract and attach the most talented people in our field to our company and create a positive work environment, we pay a lot of attention to maintaining values and work ethics that create a pleasant, safe and fair atmosphere for all Monks. We are careful to preserve MediaMonks cultural values among the entire family across the globe.

Furthermore, we recognize that many companies specialized in digital services have more male than female employees. To this day, the majority of people graduating from studies related to digital technology (digital design, software development, etc) is male. This automatically results in the fact that the vast majority of people responding to vacancies concerning digital technology roles is male. But as we also offer many jobs outside of the digital tech departments (sales, PR, HR, creatives, producers, project managers, etc), we have the opportunity to execute our aim to create an equal female/male ratio. Moreover, as part of our hiring policy, for many functions we ask applicants to fill out an online test as a first round of assessment. By implementing this procedure, we feel confident that we invite the people most qualified for the job based on their professional abilities and background.

II EDUCATION & INNOVATION

PERFORMANCE 2016

Innovation

62,662 hours / yearly worked hours [#]

It's our ambition to be at the top in digital design and inspire young talent as we work to achieve our goal. We want to offer talented people a platform where they can develop themselves and provide them with an environment that allows them to get enthusiastic about our working field. We also continuously strive for innovation within our sector and are always searching for the latest technologies that will contribute to improving the world of digital design.

DIGITAL DESIGN MASTER

In collaboration with several partners from the digital design industry, MediaMonks started the development of the first Digital Design Master in the Netherlands. This Digital Design Master was set up to educate new talent and to create a better connection between higher education in digital media and the actual digital media industry. With this master, MediaMonks wants to provide (young) talented people with a platform that enables them to develop themselves and give them the opportunity to get an internationally recognized degree in digital design. This master also positively affects MediaMonks' efforts to push Dutch Digital Design to the international stage and to improve its reputation worldwide. With that, this master adds to the opportunity for innovation, making it beneficial for the entire sector in the Netherlands.

The Digital Design Master is a two year-study that provides students with an official title after completion. In 2016, the master received an official quality status (NVAO onderwijsplan/macrodoelmatigheidstoets). We also safeguarded 10 years of financing for the master from the Dutch government. The master started in September 2016 with 25 international students. In the years to come, we will intensify our efforts to support the development of young talent and in making the Digital Design Master a comprehensive and progressive master study.

DIGITAL LEADERSHIP & INNOVATION

MediaMonks wants to play a leading role in advancing digital design and digital communication. This involves improving and optimizing all of our organizational processes as well as sharing our findings, learnings and integrated improvements with other parties both within and outside the sector. Collaborating instead of competing with each other is also part of our shared value-vision. By sharing our latest innovations and findings with our clients, suppliers and partners, we want to enable them to grow along with us. Openly sharing the latest software developments and updates via an online platform is an example of how we employ our shared value-vision.

MediaMonks' innovation and development work is eligible for the fiscal stimulus of WBSO (Wet Bevordering Speur en Ontwikkelingswerk). In 2016, 62,662 hours of WBSO grant have been assigned to MediaMonks, which amounts to 9,24 % 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. The increase of the amount in hours in comparison to the year 2015 is due to an increase in employees that were assigned WBSO hours and the amount of hours we have filed.

OFFERING OUR TALENTS AND EXPERTISE

I CHARITY

PERFORMANCE 2016

Donations

Projects for Public good

6 projects per year [#]

Unpaid / voluntary hours

777 hours per year [#]

OFFERING OUR EXPERTISE WHERE NEEDED

Another way we employ our ambition to contribute to society is by actively sharing our expertise and offering it to social initiatives and charity projects. As indicated before, we believe that our expertise in digital design and communication provides modern time solutions to modern time problems in society. From our point of view, digital design and communication can be strong drivers to enhance positive social change. By making our knowledge and resources available to social initiatives and charity projects, we contribute to the corresponding goals. This means we provide voluntary hours to help build digital communication platforms, digital videos, applications or productions to help them convey their message. In 2015, we experienced a peak in the amount of voluntary hours on charitable projects or projects for the good of the public. In 2016, this amount is lower, however it has still increased compared to 2014.

In working on charity projects, we make sure to always coordinate with our customers: for many years now we've supported our largest clients to develop the best and most innovative charitable campaigns by contributing our talents and skills in digital communication. Last year we spent a significant amount of time working on projects like Helping Heart and Unicef's Unfair Tales, on which we will elaborate below.

CHARITY

In working on charity projects, we make sure to always coordinate with our customers: for many years now we've supported our largest clients to develop the best and most innovative charitable campaigns by contributing our talents and skills in digital communication. Last year we spent a significant amount of time working on projects like Helping Heart and Unicef's Unfair Tales, on which we will elaborate below.

We are investing a substantial amount of time and resources into great charitable projects. In 2016 we have donated a total of 777 hours to 5 foundations and projects for the public good in the Netherlands and 1 in the US.

Our aid goes to a wide variety of charities, from health care related projects (The Danish Cancer Association) and a project created to help homeless people to organizations that specifically focus on children.

For example, in 2016 we teamed up with N=5 to realize the Helping Heart project. With the Helping Heart jacket, homeless people can receive money through NFC. We developed a connected jacket with contactless payment technology sewn into its chest pocket. By holding your wallet to this 'helping heart', people can effortlessly wire a fixed small amount of €1 to help out another person. We've also dedicated voluntary hours to Unicef's Unfair Tales project. Unfair Tales is a series of animated and interactive stories by Unicef that lets people connect with the personal stories of children from Syria. We produced one of the stories as an interactive storybook to strengthen the connection between the reader and content. Furthermore, together with FamousGrey, we worked on the Missing Children Europe project of which we have given a description in the preface.

NEW PARTNERSHIP

NL2025

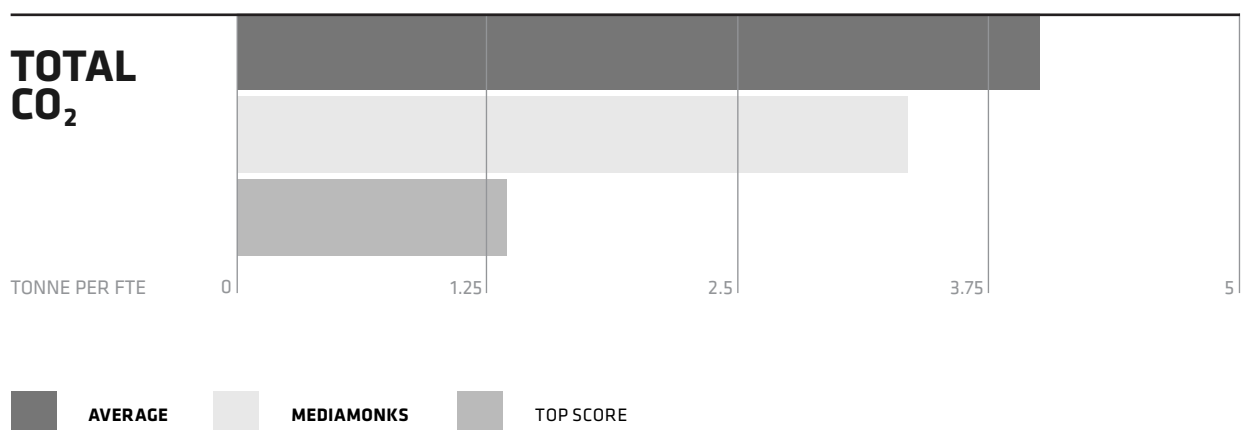
In 2016 MediaMonks set up a new partnership with NL2025: a platform where directors and leaders from the cultural and scientific world are united, together with artists, CEOs and sports people. In supporting initiatives and bringing people and ideas together, the platform is committed to contribute to a better world and working on a better future in Holland at the same time.

A FAIR, SUSTAINABLE AND EFFECTIVE WAY OF WORKING

I ENVIRONMENT & ENERGY

PERFORMANCE 2016

		Amount	CO2 emission [tonne]	CO2 emission [kg] / FTE
Mobility				
<i>Commuting</i>	<i>Car</i>	526,938 km	109	313
	<i>Public Transport</i>	4,951,074 km	218	629
<i>Business</i>	<i>Car</i>	106,981 km	23	66
	<i>Flights</i>	3,732,335 km	557	1609
Energy	<i>Gas</i>	22,613 m ³	41	119
	<i>Electricity</i>	336,085 kWh	153	441
Water		4,252 m ³	1268	3.66



MediaMonks strives to be the best in all its doings. Therefore we also pay a lot of attention to the way we organize our business processes and how we handle the impact it has on the world. In our notion, the ICT industry plays a major role in contributing to a low-carbon society and can be of great influence when it comes to pushing the world in this direction. Digital communication products provide a low-carbon alternative to the printing industry. And the digital interfaces we build can offer people concerned with sustainability innovative and low-carbon tools.

We are highly aware of the fact that companies in the ICT sector are big consumers of electricity as intensive use of computers, displays and servers requires a considerable amount of energy. To tackle issues like this, we feel it's of importance to have an understanding of the impact caused by our sector as a whole. And we found that all the data centers in the world combined, consume 2% of the global electricity supply, which is similar to the carbon footprint of the airlines industry.

MediaMonks has the ambition to bring this amount of consumption considerably down. We are constantly looking for ways we can decrease the environmental impact of our operations. To this end, we've implemented all necessary means to improve our business processes and reduce emissions over the last years. In doing so, we distinguished three key areas: energy, waste and sustainable procurement.

ENERGY EFFICIENCY MEASURES

Regarding our carbon footprint, we can be most effective in the conservation of energy. One of the means to reduce our carbon footprint is applying some basic efficiency measures in our electricity usage, which is one of our largest emissions. These are measurements such as central power switches and energy saving lights, as well as purchasing green-certified electricity.

Our aim is to work on an improved energy label and that's why we put effort in placing solar panels on our rooftops last year. Because of these solar panels, the PV panels we placed, the switch to LED lighting and the replacement of old boilers, we were able to achieve energy label A in 2016. For us, it was an important achievement to make the step from label D to A in the last period. Especially, because our main ambition was to reach label B initially.

Also, together with our strategic partners we keep looking for ways to improve our energy efficiency. For example, 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. And these measurements have payed off; we have experienced a decrease in electricity and gas use this year.

As we're an international company that experiences continuous growth, our carbon footprint, due to mobility (especially international transportation), increases as well. Therefore, we have been encouraging our Monks to use public transport when commuting to work. We offer every employee a yearly subscription for free public transport to and from work. Furthermore, we made the careful decision of situating our headquarters next to the train station. As in the years before, this led also in 2016 to a growing number of Monks that commute to work by train. As for our increasing number of flights abroad, we opened offices in those parts of the world we were visiting regularly, such as Singapore, New York, London, LA, Dubai and very recently Stockholm, São Paulo and Shanghai. By promoting video conference calls and reducing the need to go abroad to visit our partners, we try to actively decrease our carbon footprint.

OUR WASTE HANDLING

As we are a production company working in the digital field, we produce minimal physical waste. Due to the use of digital administrative processes and our efforts to use as less paper as necessary, we produce hardly any paper waste. In addition to paper and glass recycling, MediaMonks also collects plastic waste. Notably, the majority of waste produced at MediaMonks is organic, and therefore biodegradable. As MediaMonks is growing, we see it as our responsibility to have all our employees cooperate in keeping physical waste production to a minimum.

Moreover, we also apply a sustainable end-of-life policy regarding old hardware. This policy distinguishes three scenarios:

1. In case of malfunctioning hardware, we first try to repair it. If this turns out to be impossible, the hardware will be recycled in appropriate ways;
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 2016

Suppliers		
CSR policy	58%	number of top 20 suppliers [%]
Publicity disclosing CSR policy	53%	number of top 20 suppliers [%]

We put a lot of effort in making our supply chain more sustainable, which can be seen in the improved performance of our supply chain management in 2016: From 48% of our suppliers with a CSR policy in place, to 58% in 2016. This is a result of our policy to make a conscious decision when choosing suppliers. For all business partners and suppliers we apply basic sustainable procurement principles: in 2016 58% of our suppliers has a CSR policy and publicly disclosed their CSR performance on their website. This is a rise of more than 20% compared to 2015. Because we take into account the size of the potential order and the influence it has on our operational excellence, we're able to make the best decision when it comes to sustainability. Moreover, we encourage our suppliers and business partners to pay attention to CSR by underlining its importance. We make sure to carefully look at energy, office supplies and other facility requirements when assessing procurements. This approach 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 the total of our carbon footprint. By annually tracking the CSR policies and publications of the largest 20 suppliers, we assess the sustainability behavior of our current suppliers. By doing so we ensure the transparency of our sourcing. As indicated above, more than 58% of our suppliers are transparent about their CSR policy and activities and present them openly on their website. Examples of our top 5 suppliers who are transparent and serious about their CSR efforts are NS, Vodafone and Sligro NV. As part of our procurement policy of 2016, the amount of suppliers that are transparent substantially increased again, since 2015.

CLIENTS

Our business exist by the virtue of our clients. Therefore, we take our relationship with them, their data security and their privacy very seriously. Our approach in this is twofold:

1. Confidentiality

Both customer data and information about productions are treated completely confidential. We don't accept any form of breaking this confidentiality. All MediaMonks employees have signed a confidentiality agreement/nondisclosure agreement, acknowledging that they cannot disclose data or information from MediaMonks, our customers or other business partners. And this applies

business, or are in direct contact with our customers also sign a confidentiality agreement.

To ensure the confidentiality is top of mind, employees are informed by their team leader about developments regarding customer data, privacy and integrity on specific assignments.

When desired, customers can require individual MediaMonks project team members to sign a special non-disclosure agreement.

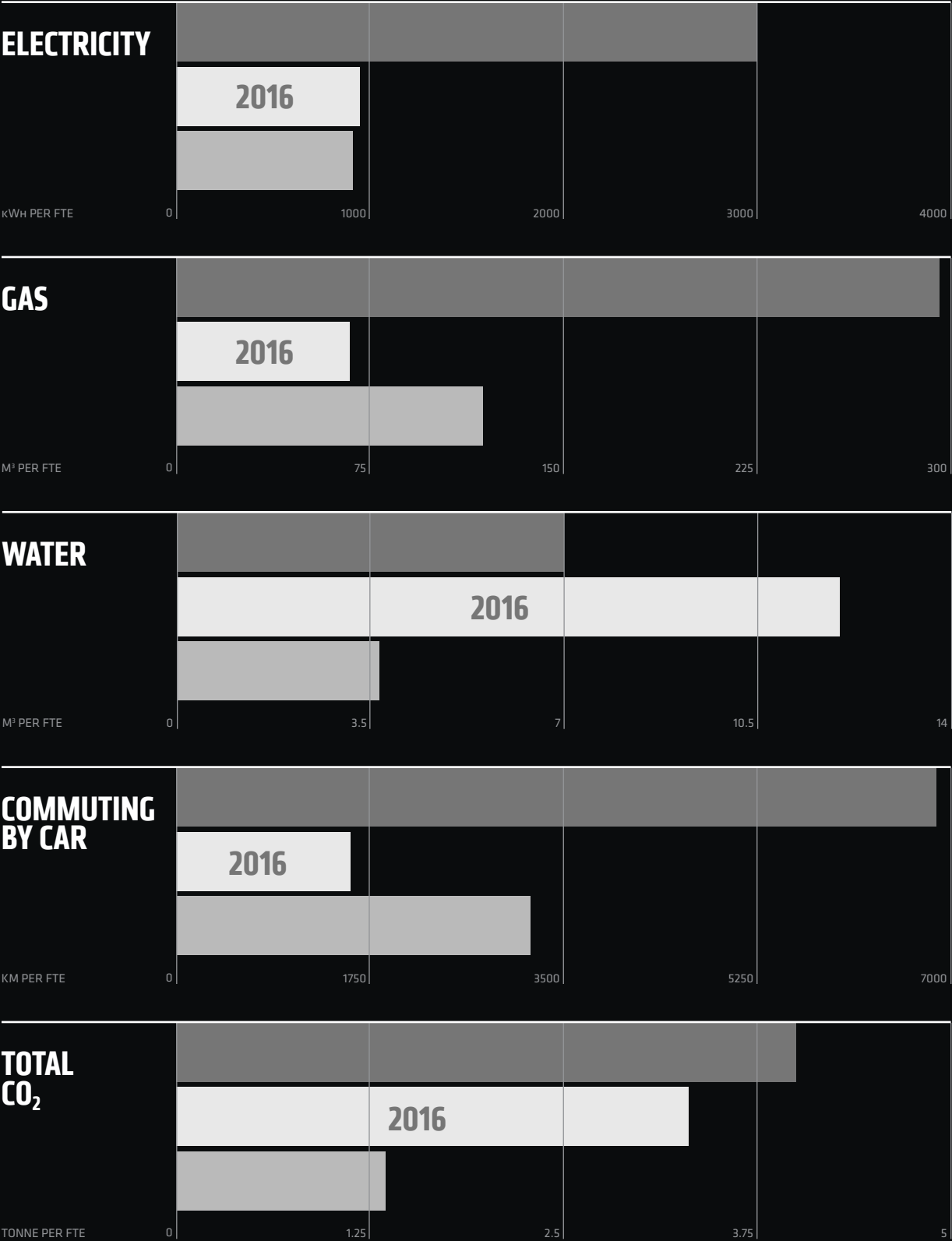
Also, in 2016 our data and our office have been secured by following the highest industry standards. This is a result from the measurements we take to optimally secure all our and our customers' data and information. All our NDA work is processed on in-house servers, managed by certified datacenter managers and secured by hardware firewalls. And our in-house servers are protected by an alarm and secured electric gates.

2. Integrity

To maintain fair relationships with our customers, our employees are prohibited from purchasing goods or services from a client, unless the purchase is made at the same price and if it is subject to the same conditions as in place for the public. Furthermore, MediaMonks doesn't allow employees to accept money, gifts or goods or oblige oneself in any way to the client. As in previous years, also in 2016 we made sure this regulation was executed.

MEDIAMONKS ENVIRONMENTAL PERFORMANCE 2016

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 and global responsibility against violations of basic human rights, such as the right to privacy and integrity.	6, 7, 13
Principle 2	Make sure business is not complicit in human rights abuses We contribute to this by promoting fair labour conditions in all our offices, and have integrated this in our human resource policy and procurement policy.	6, 7, 13
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 28 different nationalities are working for MediaMonks.	6, 7
Principle 5	Support effective abolition of child labor We do not tolerate bullying or other physical or verbal acts of an abusive character. Decisions that concern employment, promotions, development and compensation are based on the employees' job knowledge and competence.	6, 7
Principle 6	Eliminate discrimination in employment and occupation Active responsible supply chain management helps us track possible human rights violation such as child, forced or compulsory labor.	13
Principle 7	Support a precautionary approach to environmental challenges MediaMonks works actively with minimizing our environmental impact - it is part of our everyday business. Focus areas within our environmental policy are energy, mobility and waste.	11, 12
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.	11, 12
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.	11, 12
Principle 10	Work against all forms of corruption, including extortion and bribery MediaMonks has zero tolerance with regard to all forms of bribes and corruption. We neither offer nor accept gifts and hospitality that are improper. This is integrated in our contracts with our employees. Also, they have signed a non-confidentiality 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.	13

OUR CSR PROGRAM

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

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