

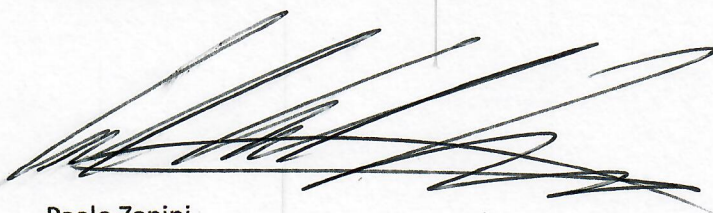
**COMMUNICATION ON PROGRESS (COP)****Date 10<sup>th</sup> September 2021****TBD MEDIA GROUP****From: 10<sup>th</sup> September 2020 - To: 10<sup>th</sup> September 2021**

To our stakeholders,

I am pleased to confirm that TBD Media Group Limited reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture, and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Paolo Zanini

**Chief Executive Officer**



## DESCRIPTION OF ACTIONS

### Human Rights

Please use the box below to describe actions your company has taken in the area of human rights. Examples include:

We constantly strive to ensure workers are provided with safe, suitable, and sanitary working facilities at all times – the company has moved to two new primary locations, Saffron Hill in London, and Joachimsthaler Straße in Berlin in 2021 and at all times the company has recognised the worker's needs in this regard. One of the first steps was to identify locations that are central for every employee. The new office locations mean that many hours a week of driving by car or commuting great distances to the office is now saved and it is hoped that by providing these more central locations the environments will benefit from less emissions from petrol as most, if not all staff are now able to cycle, walk or use public transport to commute.

The offices themselves have been fitted with special windows to provide protection from noise and the elements including direct sunlight. At the request of staff, the offices have been equipped with cycle racks facilities and environmentally friendly showers. The office has been equipped with fountains with built in filter systems for fresh clean water, break out booths for personal time and space and lighting that is both soft and environmentally friendly. At every opportunity we have strived to reduce our carbon footprint across the group with a paperless first approach to all areas of the business.

Beyond the office locations TBD Media Group has learned from the pandemic. In the past our clients would be serviced from our main hubs flying many flights a year. Now our production and film crew teams are now sourced on a global basis, locally as a norm – this complete change to the way we have utilized technology means a drastic reduction in our carbon footprint and impact on the environment. We are particularly proud of this change especially as we look ahead to our Vision 2045 series of films and event in support of the UN SDG initiatives.

TBD Media Group always looks to protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse, or threats.

### Labour

TBD Media Group always ensure that the company does not participate in any form of forced or bonded labour and complies with all government policies in all locations regarding the compliance of minimum wage standards. The group has supported employees in sponsorship of working visas and being compliant with new employment laws after Brexit. Across the main group the company employees come from over 20 different countries, of all ages, sexuality, and ethnicity. Across the globe, TBD Media Group is responsible for employing hundreds of additional consultants sourced locally providing further employment to locally based companies and individuals in over 150 different global locations.

It is a standard policy that employment-related decisions are always based on relevant and objective criteria.



**Environment**

TBD Media Group tries to avoid environmental damage via regular maintenance of production equipment and environmental protection systems including but not limited to air pollution control, waste, and water treatment systems, etc. We work closely with our local councils and landlords to mitigate any unnecessary impact on the local area or the wider environment. We strive to be a paperless office and to provide and encourage staff the means and resources to recycle waste at all times. Provision has been made for specific waste bins so that staff both can use but also learn the necessity to be respectful of any waste and the subsequent impact on the environment.

Throughout the pandemic the company has strived to be compliant and respectful of all government guidelines globally. The nature of our business requires human face to face contact and we have been extremely careful when filming with client and for the safety of our production and film crews.

**Anti-Corruption**

TBD Media Group fully respects and complies with any and all “anti-corruption” and/or “ethical behaviour” policies in contracts with both clients, business partners and employees.

**Our Measurement of Outcomes**

Our TBD Management teams come from Italian, German, Chinese, English and Sri Lankan backgrounds with employees from over 20 different countries in our two main offices – we have a very broad gender and ethnic diversity with employees from 18 to 65 years of age.

We have been fortunate over the last year to have not lost anyone to the global pandemic and still strive to protect our staff using and respecting government guidelines and policies.

100 Percent of any waste material is recycled and with the move to our new offices we have been able to enhance the recycling through designated bins for general and green waste. We have also reduced the collection of waste to once a week instead of daily which again reduces the need for industrial vehicles in central town areas.