

23rd November 2022

COMMUNICATION ON PROGRESS

TBD MEDIA GROUP LTD

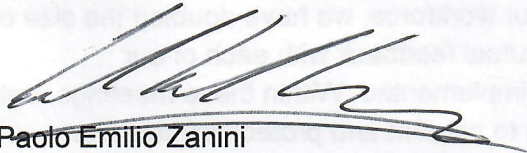
From 24th November 2022 - 24th November 2023

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.

Yours sincerely,



Paolo Emilio Zanini

Chief Executive Officer

DESCRIPTION OF ACTIONS:

Human Rights:

TBD Media Group recognises that each employee's basic needs must not only be met, but the bar must be raised year upon year to protect our progressive and positive work culture.

The TBD management team, now fully settled in our new offices in Central London and Berlin, continues to strive to ensure workers are provided with safe, suitable, and sanitary working facilities. Our office locations mitigate high carbon emission, as over 91% of our staff are now able to cycle, walk or use public transport to commute. The criteria for selecting offices in Dubai are in total alignment with this ethos, in conjunction with the positive feedback from our valued employees.

As our team in London continues to grow, TBD has begun renovations to increase the square footage of our offices that are due to finish in February 2023. TBD's vision, style, and values are all taken into consideration as this expansion continues. Continuing to meet TBD's standards, there will be noise and sun protected windows, cycle racks, modern kitchen facilities and environmentally friendly showers, water fountains with built-in filter systems for fresh clean water, breakout booths for personal time and space and lighting that is both soft and environmentally friendly. We strive to reduce our carbon footprint at every opportunity across the group with a paperless first approach to all areas of the business.

TBD fundamentally believes in equal opportunity. Devoted to perpetuating a balanced workplace, TBD has a 60:40 male to female ratio, reflected throughout the workforce and within each tier of the company structure. The diversity of our workforce means that, collectively, TBD speaks 23 different languages and is representative of 34 different nationalities.

In correlation with the exponential growth of our workforce, we have doubled the size of TBD's HR Team and Increased review meetings for mutual feedback with each of our employees and their respective managers have been implemented. Within these meetings, both performance related and pastoral measures are taken to prevent and protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse, or threats.

Labour:

Principal to the values upheld by TBD, we operate a zero tolerance or engagement policy with forced or bonded labour and we comply with all government policies in all locations regarding minimum wage standards. TBD has continued to support employees in sponsorship of working visas and remained compliant with post-Brexit employment laws. TBD also strives to build and maintain good working relationships with its outsourced suppliers across the globe.

TBD is responsible for employing over 200 additional consultants sourced locally. This provides further employment opportunities to locally based companies and individuals in over 150 different global locations, as it is a standard policy that employment-related decisions are always based on relevant and objective criteria.

TBD proactively recruits age groups 18 to 65 years of age in direct pursuit of a broad range of skills and experience. Now, more than ever, is it necessary to bridge the gap between generations. As we've broadened our employees' exposure to new technology, business development processes and management styles, there has been a significant increase in staff productivity, satisfaction and retention.

Ensuring that employees feel a sense of community at TBD is a significant priority. Harmony within the workforce has been reinforced by our bi-weekly staff 'Lunch Run', as well as a company hike of Mount Snowdon and the entry of a local Half Marathon. Subject to 3 initial months of successful employment, each TBD staff is also granted membership at a fitness gym local to the office.

Environment:

Indicative of our unwavering commitment to the Ten Principles of the UNGC, '*Building on the Momentum*' was chosen as the campaign name for TBD's Vision 2045 Summit in Sharm El Sheikh. Launched alongside COP for the second year running, TBD gathered over 100+ global private sector leaders together to interact, inform and exchange visionary tools for a more sustainable future. UN delegates and policy makers from all over the world were invited as panelists and guest speakers to exchange insights, cooperate and trailblaze a collaborative effort to improve the climate. For each client present at the Summit, TBD pledged to plant a tree in Dubai to border the new offices and serve as a permanent reminder to grow and flourish as part of our ecosystem.

TBD takes measures to minimize its impact on the environment at any possible opportunity. This is actualised by regular maintenance of production equipment and environmental protection systems including, but not limited to, air pollution control, waste, and water treatment systems form the internal measures. TBD is now operating as a paperless office as our administrative digitalisation process is complete, and provisions have been made for specific waste bins so that staff both can use and learn the necessity of environmentally responsible waste removal. We also work closely in support of our local councils and landlords to mitigate any unnecessary impact on the local area.

As TBD reflects on the impact of the Covid-19 pandemic, we have learned the benefits of a new system of employing crew that live locally to global film productions. This has changed the way we have utilized technology, drastically reduced our carbon footprint, and has positively impacted the environment and global health. Additionally, we are set to launch a Global Health Campaign in June 2023 that will create a platform for, inspire and advance leading innovators in the race to improve global health care systems.

Anti-Corruption:

TBD Media Group fully respects and complies with any and all anti-corruption and ethical behavior policies in contracts with both clients, business partners and employees. TBD maintains a professional working relationship with each of its clients and acknowledges that integrity is at the foundation of every professional interaction.

Introducing further in-person events to the TBD business calendar as well as the current development of a CRM system, TBD heightens its professional accountability by creating more physical and virtual touch points for our clients and employees to interact with us by.

Our Measurement of Outcomes:

TBD has been incredibly fortunate over the last year to have significantly grown its diverse workforce, creating multiple opportunities for learning and development all whilst striving to protect staff by using and respecting government guidelines and policies. We're proud to reaffirm that 100 percent of any waste material in our offices is recycled and we're able to further reduce our carbon footprint with a revised method of working worldwide.

We look forward to another year in alignment with the Ten Principles of the UN Global Compact and are committed to refining our efforts towards improvement.