



# **In Focus: Our People and Our Environment**

## Global Annual Report

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## From John Newton, Chairman & CEO

As Chairman and CEO of Gravity Media, it is my great pleasure to present our Global Annual Report. This important document reflects our unwavering commitment to responsible business practices and shares the stories of our journey so far, highlighting both our achievements and our aspirations for the future.

At the heart of this journey are our people. Their passion, creativity, and resilience make progress possible. Responsible business is not simply a framework within our company strategy — it is lived every day by our teams around the globe, through our Company Values of **Collaboration**, **Trust** and **Innovation**. Together, they are proactively managing environmental and social impacts, shaping a culture of inclusion and respect, and ensuring that every voice is valued, supported, and empowered to contribute towards our shared goals.

Collaboration, trust, transparency, and accountability are the guiding principles of our work. We recognise that time is of the essence in addressing the urgent challenges we face as an industry. That is why we are proud to be active partners with leading industry groups including RISE, Media PACT, Sports Video Group and BAFTA albert, supporting their efforts to drive meaningful progress across the sector.

In this report, we are publishing our carbon footprint results, audited to the ISO14064 standard. Transparency around greenhouse gas emissions is essential, enabling us to collectively identify and implement solutions to our most pressing challenges.

As we look to the future, we remain committed to investing in innovative solutions and forging strong partnerships to drive sustainable growth. We know that this journey will take us far and are determined to accelerate our efforts in the years ahead.

Our achievements and ambitions would not be possible without the dedication, support, and trust of our employees, customers, suppliers, and industry partners. Thank you for your collaboration and for joining us on this mission.

**John Newton**  
**Chairman and Chief Executive Officer**

## Overview of Gravity Media

**Gravity Media is a global media production, creative service and facilities company united by the passion to 'Capture, Craft and Create.'**

Built on collaboration, innovation and a network of global talent, Gravity Media's production, content, media services and facilities solutions are used by world's most renowned broadcasters and production houses to produce many of the world's most watch live international events.

Gravity Media operates more than 100 outside broadcast trucks, flypacks, specialist camera and RF, along with over 30 studios and facilities worldwide.

Facilitating sporting events including the UEFA European Championships, Olympic Games, Formula E, FIFA World Cup, UEFA Champions League, Tour de France, ATP Grand Slam tournaments and the Indian Premier League (IPL) as well as live events and entertainment shows such as the MTV Awards, the Masked Singer, Love Island, Tomorrowland plus live coverage of major state events.

Our global team of technicians, production engineers and creatives are driven by a shared passion for capturing innovative, compelling and engaging content that captivates our customers' audience.

Whatever the scale, we bring visions to life.



## In numbers

**2,000+ STRONG TEAM ACROSS THE WORLD / 37 OFFICES /  
11 COUNTRIES / 120+ FLYAWAYS & OUTSIDE BROADCAST TRUCKS /  
9 REMOTE PRODUCTION CENTRES / 30+ STUDIOS**

## Our company values



### COLLABORATION

We're stronger together. Collaboration is about breaking down silos, listening to each other, and bringing our creativity together to make great things happen.

#### What it looks like:

- Jumping in to support a teammate, even if it's not "your area".
- Sharing ideas openly in meetings – and making space for others to share too.
- Pooling resources, knowledge, and talent for better outcomes.
- Working together with our clients and people from across the industry to deliver the best results every time.



### TRUST

Trust is the glue that holds us together. It means being dependable, open, and giving people the freedom to do their best work. When talented people trust each other's intentions and respect their differences, we all succeed.

#### What it looks like:

- Following through on commitments (big and small).
- Being honest when you need help or something isn't working.
- Assuming positive intent when someone takes a different approach.



### INNOVATION

Innovation is about curiosity and courage. It's challenging the status quo, trying new things, and learning as we go. It's having the self-awareness to see what could be better, and the resilience to make it happen.

#### What it looks like:

- Asking "what if...?" and experimenting with fresh ideas.
- Learning from mistakes – and sharing what you've learned.
- Encouraging diverse perspectives to spark creativity.
- Spotting opportunities and acting on them.



## A message from our Group ESG Director

At Gravity Media, environmental and social sustainability is more than a responsibility, it's part of who we are. Guided by our values, we innovate, collaborate, and look after the people and places that make our industry possible. Every day, small actions across our global teams add up to meaningful change, moving us toward a more sustainable and inclusive future.

This past year, I've been inspired by the creativity and commitment of our people. Together, we achieved a top score in the DPP Committed to Sustainability assessment, commissioned our first fully-electric 19T tender vehicle, expanded remote and hybrid production solutions across the globe to cut carbon emissions and improve flexibility, and became the first OB supplier in the BAFTA albert sustainable supplier directory.

We also celebrated our people and values through Earth Day, International Women's Day, and the Ally Award programme, as well as helped to advance industry conversations as proud sponsors of the RISE Women in Broadcast Awards, the RISE Academy and SVG Europe's Sustainability Forum.

We are proud of the progress we have made so far. Our recent Double Materiality Assessment has helped us identify the most significant environmental and social impacts, risks, and opportunities across our business and supply chain. In addition, we have completed a climate risk and opportunity assessment across our global sites. Building on these insights, we are now developing a comprehensive decarbonisation strategy and risk mitigation plan to further reduce our impacts and enhance our business resilience.

In 2025, we established our ESG Committee with leaders from across the global business. This Committee will guide the implementation of our ESG Strategy and provide robust governance to support compliance and ensure we are prepared for the future.

What excites me most is that the question is no longer if our industry can change, but how quickly. With innovation, collaboration, and care for one another, we are proving that the future of broadcasting can be both brilliant and sustainable.

**Rohan Mitchell**  
**Group ESG Director**

## ESG Purpose

**Gravity Media delivers iconic sporting moments, show-stopping entertainment plus live events, news and conference content to screens and audiences of all sizes, around the world. Our sustainability vision for Gravity Media is:**

- To capture the story, emotion and detailed action from events all around the world, so that audiences, regardless of location or means, can trust, learn from and feel enriched by high quality screen entertainment and live events.
- To conduct our work with careful consideration for the natural environment, minimise our use of natural resources and harness innovation and collaboration to reduce our environmental impact worldwide.
- To promote a people-centric culture embracing inclusivity and growth.
- To embed strong governance procedures to deliver our goals and hold ourselves accountable.

We have identified five of the 17 United Nations Sustainable Development Goals (SDG) and sub-targets that our work supports. Examples of what this means in practice are shared throughout this report. Our contributions to the SDGs are illustrated throughout this document, including:



SDG 5 via our policies and partnerships with industry Groups such as RISE Women in Broadcast.



SDG 8 via our Codes of Conduct, training centre and by supporting partners such as Mama Youth, the RISE Academy and Apprenticeships.



SDG 10 via our workplace culture, social inclusion campaigns and as broadcast partners to London Pride Festival.



SDG 12 via our commitment to prevent, reduce, recycle and reuse in our offices and on the road.



SDG 13 via our measurement and management of greenhouse gas emissions and our industry partnerships to reduce reliance on natural resources.

## Building the foundations for long term success

**As a responsible business we are committed to protecting and enhancing the value we deliver to all our stakeholders, while carefully managing our environmental impact. Our actions are guided by a belief that sustainable business is not just about compliance but about creating lasting positive change for people and the planet.**

### Our Stakeholders

We recognise that our reach extends far beyond our immediate operations. Our stakeholders include our global workforce, employees and freelancers alike, as well as our customers, supply chain partners, industry collaborators, the audiences that engage with our content, and the communities we live and work within. We also consider the natural environment itself as a vital stakeholder, underpinning everything we do and as such a precious asset to protect.

### Our Approach

Through our sustainability strategy and value creation plan, we carefully assess the impact of our work on all stakeholders. Our goal is to maximise positive outcomes and minimise negative effects, ensuring that our business contributes to a healthier, more equitable, and resilient world.

### Foundations for Long-Term Success

We understand that true, long-term success depends on building and maintaining five key forms of capital:

- **Natural Capital:** Reducing our reliance on natural resources and proactively managing our impact on ecosystems and the environment.
- **Human Capital:** Fostering knowledge, skills, equal opportunity, and wellbeing across our workforce.
- **Social Capital:** Embedding trust and collaboration among all stakeholder groups to advance shared goals.
- **Manufactured Capital:** Ensuring our buildings, infrastructure, fleet and technology are running efficiently and constantly innovating to provide sustainable solutions.
- **Financial Capital:** Investing in innovation and sustainability to support our transition to a low-carbon future.

The examples and initiatives highlighted in this report demonstrate how we are working towards these commitments. From resource efficiency and workforce development to stakeholder collaboration and sustainable investment, we are taking concrete steps to create value for all.



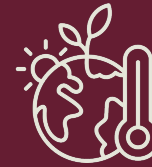
## Double Materiality at Gravity Media

### In 2024, Gravity Media conducted a full Double Materiality Assessment.

The objective of this assessment was to identify the environmental, social and governance issues that are material (i.e. significant) in terms of impacts, risks and opportunities across our business and our value chain. In assessing this, we consulted a wide range of internal and external stakeholders over a 6 month period and took into account both financial and impact materiality.



The double materiality assessment identified five material areas which now form the strategic pillars of our Sustainability Strategy.



**Climate Change  
Mitigation**



**People**



**Circularity**



**Supply Chain  
Management**



**Digital Impact  
/ Cyber**

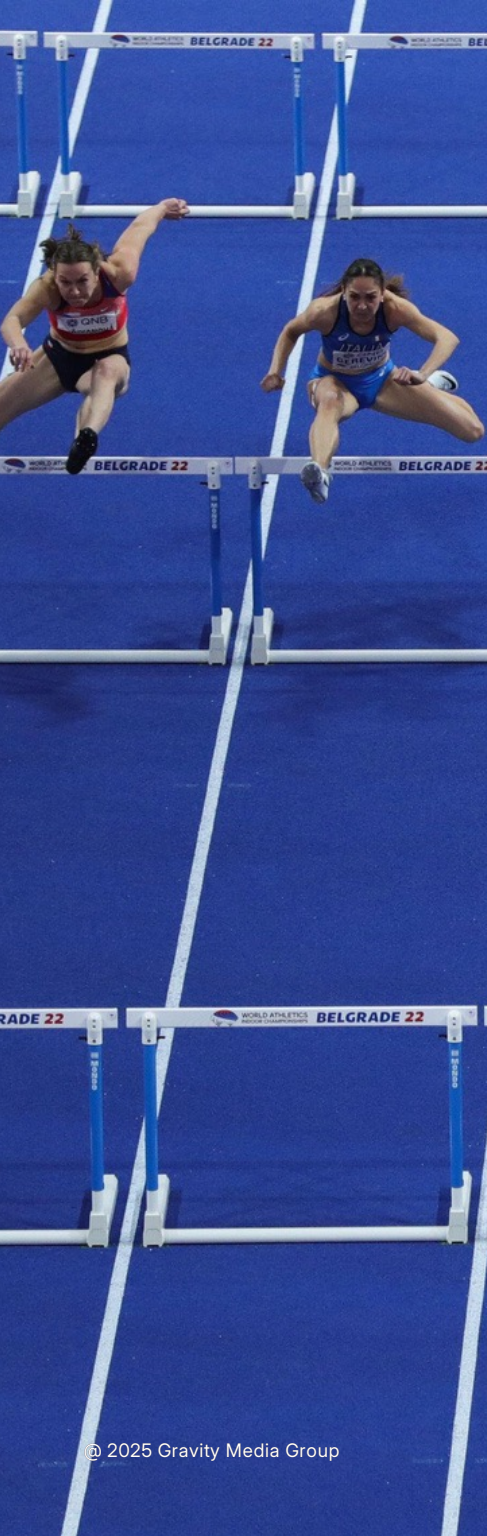
**Climate** – how we impact the environment and how the environment impacts us;

**People** – looking after our people and upholding high ethical standards;

**Circularity** – the management of our physical assets to reduce waste;

**Supply Chain** – ensuring high standards of business conduct from those we work with;

**Digital Impact / Cyber Security** – keeping our people and business safe in a digital world.



## Strategic sustainability goals



**Climate** - Future-proof our operations for the transition to a low carbon economy.



**People** - Embed robust ethical standards throughout the business, look after our people, be the employer of choice. Create an environment of collaboration, development and performance as well as a culture where every employee feels valued, supported, and empowered to contribute to our shared success.



**Circularity** - Minimise the environmental impact of our waste by keeping resources in use as long as possible.



**Supply Chain** - Proactively partner with our supply chain to promote responsible, ethical and sustainable practices.



**Cyber Security/Digital Impact** - Protect our information ecosystems, ensuring business continuity and resilience. Build robust data controls and awareness to manage our digital impact.

These goals sit at the heart of our journey to become a more sustainable business. They form the foundation of our internal ESG Value Creation Plan, which sets out how we will achieve them and how we will measure our progress along the way.

Importantly, ownership of the ESG Value Creation Plan is shared across our organisation. Each department is accountable for specific initiatives, ensuring that responsibility and opportunity sits with everyone. In this way, every team member has a role to play in driving our growth as a responsible, forward-thinking business.



## In our facilities

We operate 37 facilities worldwide, each varying in size and function. Our portfolio includes production studios, remote production centres, fleet warehouses, storage sites, and office spaces. Across all our locations our primary focus has been to advance energy efficiency, move away from fossil fuel energy supplies and improve waste management practices. We recognise that employee engagement is critical to minimising our environmental footprint, which is why we are implementing company-wide mandatory sustainability training, to empower our teams to play a part.

### Energy Management

We are committed to reducing our reliance on fossil fuel energy. To this end, we have had success in commissioning **new electrical sub-stations** and switching off diesel back up supplies. Across our global facilities we have **solar panels installed in 4 sites** (Germany, Australia, UK and Belgium) and **100% renewable energy in 12 sites**. Our commitment is to transition all feasible sites to **100% renewable energy** as quickly as possible.

Several of our sites are already meeting the **ISO 14001 standard** for environmental management. A program to extend this standard to more global sites is planned, with UK implementation underway.

### Waste Management

Circularity is one of our strategic pillars. Reducing and **segregating waste** for recycling is an important part of this work as well as **tackling single-use plastics**. Many of our sites have made significant progress towards achieving these goals.

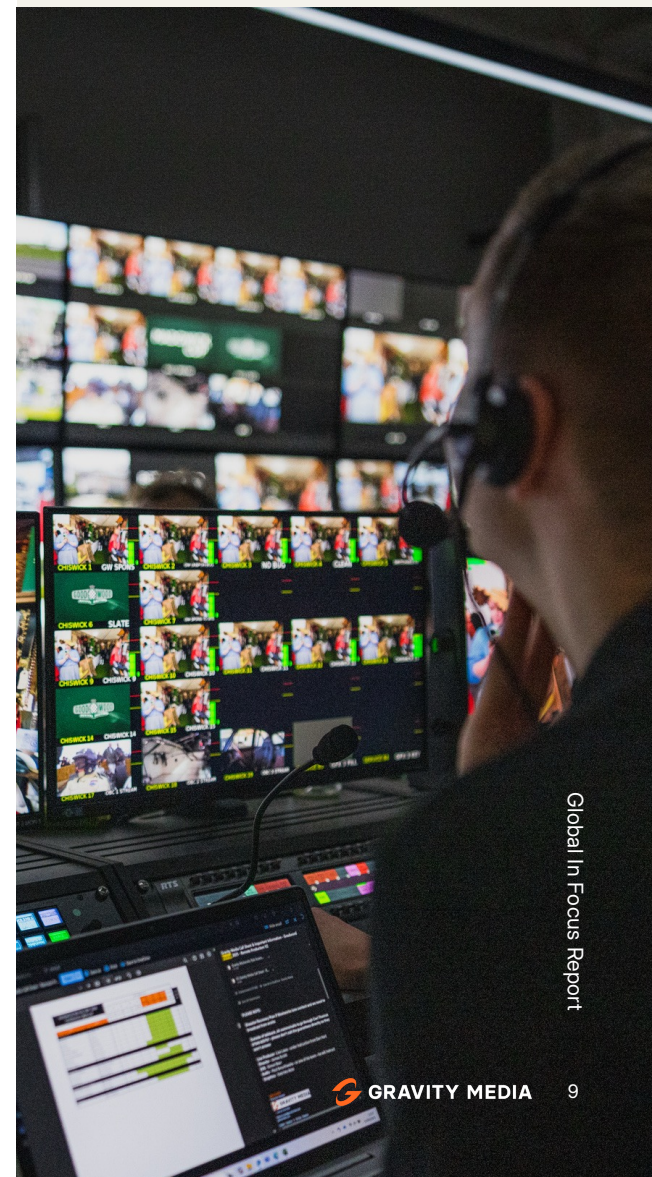
Given the nature of our work, we use significant amounts of hardware and technical equipment. We maintain an inventory of assets to **maximise utilisation rates**, and **hire equipment** to manage workload peaks. We promote equipment sharing across the company, and **repurpose older equipment** for use in our in-house training centres. At the end of life, our goal is for all equipment to be disposed of in compliance with **WEEE regulations**, ensuring responsible recycling.

### Water Management

Our large vehicle fleets require regular cleaning, making water use an important consideration.

In the UK, we have implemented **rainwater harvesting** systems at our HQ washing station, reducing our reliance on mains water and supporting sustainable water management.

We have a number of global facilities utilising rainwater harvesting for bathrooms too and are exploring further rollout of harvesting systems in our other sites.



## On the road

Over the past few years we have been implementing one of our core values of Innovation within our fleet to develop proof of concepts for wider global adoption.

### Key achievements with fleet innovation:

- Launched our first fully electric truck to support events in and around London, reducing emissions and noise pollution and enabling us to test the model for wider fleet electrification.
- Installed two 10,000-litre HVO bowsers and revised operating procedures so that trucks return to base empty to refuel exclusively with HVO, reducing reliance on petrol and diesel.
- Introduced smaller, hybrid OB trucks for remote production. These vehicles offer the capacity of a full-size OB truck at one-third the size, dramatically reducing power consumption and air conditioning needs. Each is equipped with 16 × 4kWh batteries and solar panels.

### Freight and Business Travel:

Our wide range of broadcast services require specialist equipment and experienced technicians, sometimes meaning both kit and crew need to travel longer distances to live event locations.

### Reducing Freight Emissions:

By collaborating with customers, we have achieved substantial reductions on certain productions. Examples include rescheduling deliveries to enable sea freight over air freight and deploying smaller, lighter fly packs which decrease the weight and size of our shipments.

### Improving Business Travel Data:

While we have enhanced our business travel activity data since our baseline year, data quality remains a challenge, particularly among our large community of freelancers who often arrange their own travel. We prioritise local crew wherever possible and are raising awareness of sustainable travel options.

### Remote Production:

Gravity Media now operates nine remote production centres worldwide, delivering best-in-class technology and supporting both on-premise and distributed remote production. This approach helps to **reduce travel emissions** by enabling technology and technical staff to operate remotely, whilst **improving operational resilience** - particularly in regions vulnerable to extreme weather events.

Our approach not only drives sustainability but also improves work life balance for our crews reducing their time on the road. By providing access to state-of-the-art equipment and hands-on experience, our remote operation centres also **nurture young professionals** through industry placement schemes, helping to foster the next generation of broadcast talent.

Considering these multiple benefits, building our remote production offering, in alignment with our clients' needs, is a central objective in our sustainability strategy.



## Greenhouse Gas Emissions 2024



Our emissions inventory has been prepared in accordance with the requirements of the GHG Protocol Corporate Accounting and Reporting Standard and ISO 14064-1:2018 specification. The 2024 Scope 1 – 3 inventory received 3rd party verification in line with ISO 14064-1.

Greenhouse gas emissions - verified to ISO 14064-1:2018

**63,318** tCO<sub>2</sub>

### Carbon footprint methodology

Our emissions inventory has been developed in alignment with the Greenhouse Gas Protocol and follows the operational control consolidation approach.

We categorise our emissions into three scopes, as defined by the Greenhouse Gas Protocol:

#### Scope 1

Direct emissions from our owned or controlled assets such as natural gas consumption, all fuel consumption and replacement of air-conditioning gases.

#### Scope 2

Indirect emissions from the generation of purchased electricity – location based assessment.

#### Scope 3

Indirect emissions from across our value chain - most notably, purchased goods and services, new equipment purchases, waste, business travel, crew travel, distribution of equipment, and commuting.

We are keen to ensure transparency of our environmental impacts. Therefore, in addition to voluntarily publishing this report, we annually submit a full disclosure to CDP. In 2024, we scored a **C for Climate** based on our full year 2023 report.

Scope 1 .....

**4,840 tCO<sub>2</sub>e**

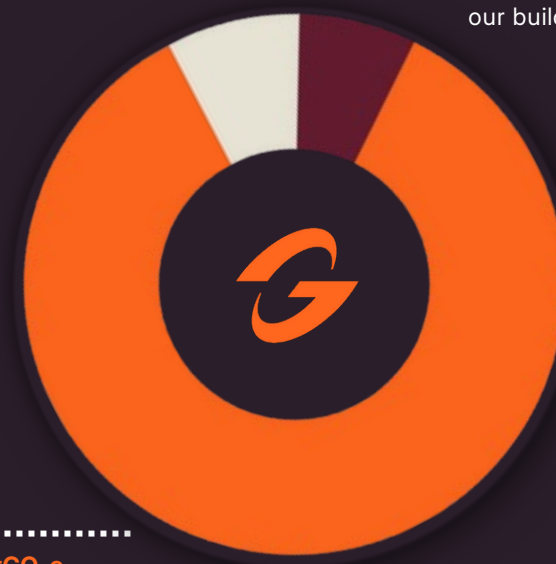
Natural gas consumption  
Fuel Consumption  
Air-conditioning gases

Scope 2

(location based)

**4,510 tCO<sub>2</sub>e**

Electricity used in  
our buildings



Scope 3 .....

**53,968 tCO<sub>2</sub>e**

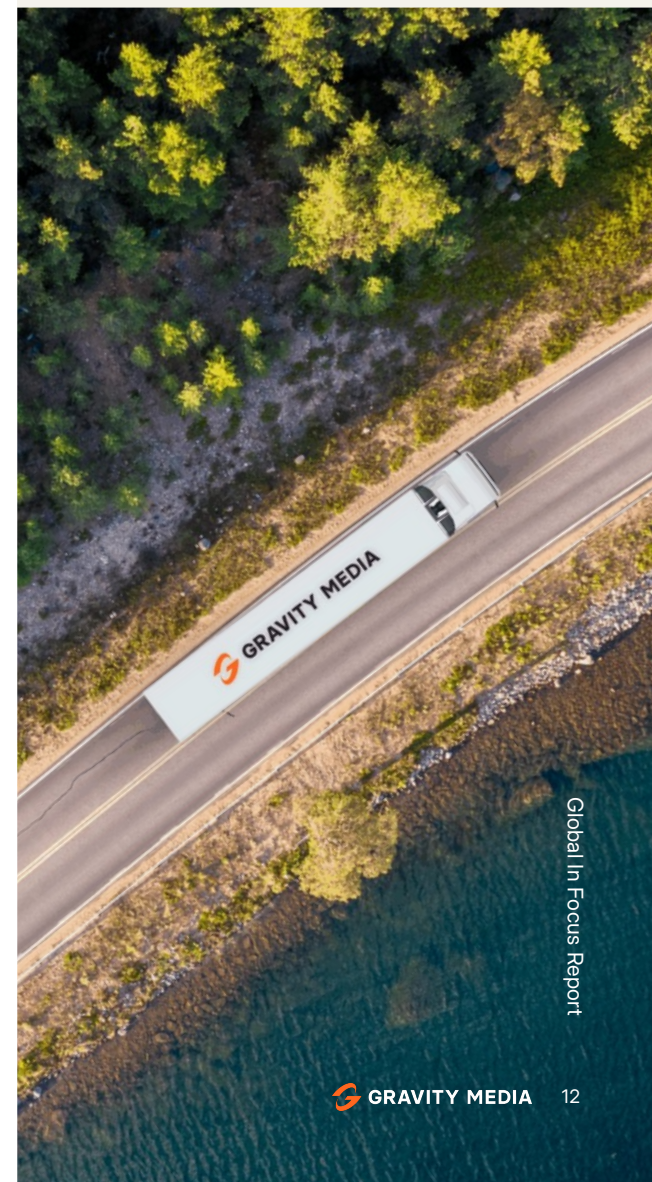
Purchased goods and services  
New equipment purchases  
Fuel and energy-related activities  
Waste and water  
Business travel  
Crew travel  
Distribution of equipment  
Employee commuting

## Climatic and Transitional Risk

**We conduct an annual risk assessment across all our global estate covering physical climate risks, transitional climate risks and biodiversity risks. This assessment looks at the impact of warming scenarios to 2050.**

Our risk assessment considers type of building, site specific GPS coordinates and type of industry. It predicts outcomes based on different warming scenarios to 2050, with the most conservative scenario (SSP 5-8.5) applied as a default.

Having identified our key risks, and maintained an annual review of these, we are planning mitigating controls and adaptations to manage our response to climate change. As such, we are developing our property roadmap and operational plans with risks in mind and considering how we can innovate and redesign the way we work to be more resilient to future changes whilst also helping to protect the natural environment we work within and rely upon.





## Environmental - Case Studies



### Biodiversity and disability in the workplace

Our Italian team are proud to partner with “Cascina Biblioteca” a farm which provides jobs for people with learning disabilities through agriculture. We are supporting sustainable beekeeping at the farm, an essential activity for pollination and eco-system protection.

Each year we sponsor four hives and have a beekeeper as a permanent member of our team. Our staff benefit too through the two annual off-site workshops held by Cascina Biblioteca to raise awareness about biodiversity, and share the honey from our hives with staff to enjoy!

### Gravity Media Fleet

Our commitment to constant innovation has enabled us to identify ways to reduce our environmental footprint whilst maintaining the high quality of our services.

Our fleet of outside broadcast trucks is a great example of how we have innovated to reduce our impact. Our new offering of remote production vehicles have been thoughtfully engineered with efficiency and sustainability at their core.

In 2025 we introduced our first fully electric 19 tonne Volvo FE tender truck, powered by GEN3 traction batteries and supporting London based productions within a 200km range.



## Environmental - case studies

### WestWorks

Our West London production hub, located at WestWorks, is a state-of-the-art facility with dedicated Master Control Rooms and Production Control Rooms from where we manage a wide range of production workflows for our customers. This facility is a good example of where we have worked in partnership with co-tenants and our Landlord to support the building to operate more sustainably.

- 100% renewable energy
- Solar Panel Installation underway
- Zero waste to landfill
- Recycling leader-board with co-tenants
- Waste segregation happens on-site 5 days per week
- 31% increase in biodiversity net gain from dedicated gardening team
- Food bank donations and clothes recycling onsite
- Communal lighting runs at 80% brightness
- Spaces shared with local community and Council groups

### DB VIDEO – a benchmark Gravity Media site for sustainability

Gravity Media site for DB Video in Belgium is a shining example of the greener workplace we aspire to embed across our business. Here's how they are performing:

- Fully electric fleet
- Charging stations on site for staff and e-bikes available to staff
- Solar panels provide renewable energy for the office
- LEDs, motion senses and auto-shut down protocols reduce energy
- In-house catering sources local, seasonal vegetarian meals



- Rainwater harvesting is used for toilet flushing
- Plastic has been phased out for compostable alternatives
- Interior decorations are sourced sustainably, for any new purchases - second hand is the default
- Outdated company clothing and merchandise is upcycled with a local partner 't Uniek
- Staff receive eco-vouchers and reusable water bottles when they join to set the expectation for sustainable working

Positive social impact lies at the heart of our business. It encompasses our efforts to support the development of a diverse, skilled and innovative workforce, and our commitment to drive value for the communities we serve.



The purpose of our People Strategy is to create an environment of strong collaboration, development and performance and a culture where every employee feels valued, supported and empowered to contribute to our shared success.

### Our Talent

Motivating and engaging our exceptional talent remains pivotal to our sustainability commitments and helps us to foster an environment where passion and dedication thrive. Some examples of what this looks like in practice include:

- **Talent recruitment and development:** our values are integrated into our recruiting and onboarding programmes ensuring new employees understand what it means to be part of the team.
- **Learning and development programme:** a competency framework based development programme, incorporating technical expectations, values and behaviours across our workforce.
- **Global annual engagement survey:** to canvass whole workforce views to inform our plan.
- **Employee recognition programme:** to celebrate those who exemplify our values in their daily work.

### Strengthening our teams

Finding, nurturing and retaining talent is key to our business operations and the future of the broadcasting industry. We're focused on building a culture of continuous development, challenging our employees to reach new heights and fostering an atmosphere of personal and organisational growth and exploration.

We have a **dedicated technical training centre** and programme which offers a targeted approach to technical skills enhancement and growth among our team members. Detailed progression training has been introduced for all levels in Sound, Vision, VT and cameras, with a Rigging programme currently in development.

More broadly our staff utilise an online training platform to cover a wide range of topics relevant to us all, including sustainability, unconscious bias, health and safety, information security, bullying and harassment and many more topics. In addition to global mandatory training courses, we support individuals in all roles to be their best through dedicated performance objectives, aligned to our values, and by specific learning needs being identified to support professional growth.

## Stronger Together

### Investing in the next generation

Supporting emerging broadcast talent is central to our future-focused strategy. We provide hands-on experience and knowledge-sharing to help prepare the workforce of tomorrow. Our global collaborations with educational facilities offer work placements, equipment loans and multiple routes to enter our industry.

In Ireland, we partner with Riot Games and the 1,000 Dreams Fund to deliver the **Riot Games Esports Broadcasting Cadetship**, a three-month paid program offering real-world experience in esports broadcasting.

Additionally, through the **RISE Academy**, we supply technical equipment and expertise to their annual Summer School, empowering young people from diverse backgrounds to explore the industry and gain practical broadcast skills.

Our team in Australia has built a robust network of partnerships with educational institutions to support skills development for the next generation of talent. We host on-production workshops, technical training and support for student led performances through these partnerships.

In Belgium and Netherlands the Gravity Media teams also host popular annual Open Days in our production centres to give students a real life insight to life in a broadcast production company.



### As official broadcast partner for Pride in London, we open access to live coverage to audiences far beyond the UK.

The messages of Pride are more important than ever in building an inclusive society, as such we want to **remove barriers for audiences** around the world to engage with this incredible event.

The live broadcast brings the celebrations to life for audiences joining remotely and helps to **spread the important messages of Pride** far and wide across multiple digital platforms including YouTube, TikTok and Instagram.

We also actively promote and **support LGBTQ+ staff, freelancers and suppliers**, helping to create a diverse and inclusive working environment in our field.

**Jamie Hindhaugh, regional CEO of Gravity Media**, said: 'This partnership is also a vital opportunity for us to **stand up for inclusion and to celebrate the LGBTQ+ members of our community** who help drive our industry forward.'

## Building belonging

# Rise

**Rise** is an international advocacy group for gender diversity within the broadcast technology sector. It supports women from all backgrounds who are working in broadcast media and aims to ensure a sustainable pipeline of female talent in the areas of engineering, technical operations, sales, marketing and business.

We have female colleagues on the Rise Australia Board and several of our employees have joined the annual mentoring programme. We offer technical support to help young people from diverse backgrounds to get hands-on broadcast experience at the Rise annual summer Academies across the UK and are broadcast partners of the Rise Awards celebrating and recognising women and companies who are stand-out performers, innovators and leaders in the industry. Several Gravity Media employees have been nominated at the Awards since the programme started and we enable much wider access to this fantastic event by providing crew and facilities to broadcast the live stream.



The **Mama Youth Project** is an award-winning charity set up to help and empower young people aged 18-30 from underrepresented and challenging backgrounds to be trained and find jobs in the broadcast and media industries. It is recognised as one of the top diversity-focused companies in Europe and has 20 years' experience in championing talent and sharing best practice across the industry.

We're proud to be a Corporate Sponsor the Mama Youth Project and our involvement stretches far beyond our financial donation. We proactively seek to place people from the Mama Youth talent pool in any suitable roles at our production centres and Mama Youth supports us by providing education on unconscious bias in the workplace to our teams.



Gravity Media are the main sponsor of **Wycombe Wanderers Women's** football team, marking a powerful alignment between our passion and commitment to the growth of women's sport and a club with bold ambitions to climb the football pyramid. The club is based within the local community of our outside broadcast operations base within the UK.

The sponsorship recognises our belief in the transformative power of league football to inspire the next generation, reflecting everything we value; community, collaboration and a shared drive to succeed.

## Together with purpose

At Gravity Media we celebrate **Inclusion Week** as a cornerstone of our commitment to diversity and belonging. Our teams are enriched by individuals from a wide range of backgrounds, perspectives, and experiences, each contributing to a dynamic and innovative workplace. We foster inclusivity by actively listening to **diverse voices, challenging biases, and promoting equal opportunities** for all.

Initiatives such as our **Unconscious Bias training** empowers employees to make objective, inclusive decisions, while our **UK's Women's Group** creates a supportive community for women to share ideas, mentor one another, and drive positive change. Many of the suggestions emerging from the Group benefit the entire workforce, encouraging flexible working and more diverse ways of thinking.

Our dedication to inclusion extends globally through impactful partnerships and initiatives. In Australia, our Employee Champion team enhances internal communication, and we participate in **'R U OK?'** a day to promote mental health awareness. Furthermore, our **Global Transformation Initiative** invites employees worldwide to submit innovative ideas for business transformation, with shortlisted proposals presented to our Operational Steering Committee and prizes for winning contributions. These efforts reflect our belief that **diverse, creative minds are key to our global success** and ongoing transformation.

### Building Trust Together

Our **'See Something, Say Something'** campaign has been created to promote zero tolerance of bullying and harassment and ensure there are clear processes for employees to report incidents where they arise. This is expanding as a global campaign to be developed in line with local obligations and employment law.

Everyone in our company is empowered to speak up if they see harassment, discrimination or abuse of any kind. See Something Say Something is supported by our online Ethics App, which is available to both employees and freelancers to report incidents anonymously.

All employees and stakeholders in the audio-visual sector should be able to work together respectfully and comfortably in a safe environment. Everyone should feel supported in reporting, correcting, and not accepting unwanted behaviour. To promote this, Gravity Media, NEP, NPO, NCP, RTL, and Talpa Network have jointly signed the 'Media Pact for Respectful Collaboration.' This pact is a long-term commitment, with the involved parties maintaining an ongoing dialogue, sharing dilemmas, and learning from each other. The focus is on three key themes: training, awareness, and shared responsibility.



## Our Expectations

Our expectations are simple; each and every person in our company should treat each other with dignity and respect. We set out our principles for the behaviours we expect and this applies to everyone.

- Respectful Communication
- Active Listening
- Inclusivity
- Supportive Behaviour
- Zero Tolerance for Bullying
- Awareness and Sensitivity
- Constructive Feedback
- Confidentiality
- Lead by Example
- Continuous Learning

By embodying these behaviours, we can create a positive and supportive work environment where everyone feels valued and respected.



## Code of Conduct

Our Code of Conduct sets out our expectations with regards to our employees, freelancers and those we conduct business with. We expect all to abide by this Code and by all applicable law and regulations of the countries within which they operate.

### Our Ethical Commitments

Our ethical code defines what is expected of our workforce regarding responsible business, specifically with respect to anti-corruption. This ethical code is underpinned by the following policies:

- Ethical alert procedures
- Conflict of Interest
- Donations and Sponsorship
- Anti-Bribery and Corruption
- Anti Facilitation of Tax Evasion
- Anti Modern Slavery
- Anti Money Laundering

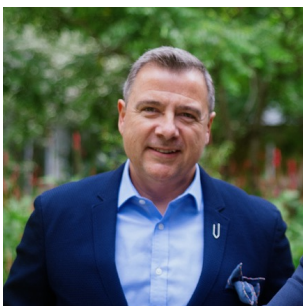
### Whistleblowing

Our secure and confidential whistleblowing platform is available to everyone and can be used to report behaviour, abuse of policies and incidents such as corruption, harassment or intimidation. We have zero tolerance to these behaviours and have made the process of reporting inappropriate behaviour straightforward to ensure any possible breach of our ethics code can be surfaced quickly and dealt with.

## Governance



Gravity Media has robust governance policies and procedures implemented across our business relating to both internal and external stakeholders. All our Governance documents are written in local language using accessible terminology to aid understanding across the business.



**John Newton**  
Chairman and Chief  
Executive Officer



**Warwick Lynch**  
Group Chief  
Financial Officer



**Michelle Deans**  
Chief Strategy Officer



**Paul Lewis**  
Chief Legal Officer



**Bart De Maeyer**  
Regional CEO -  
Netherlands, Belgium,  
France, Italy & Germany



**Eamonn Curtin**  
Chief Commercial Officer



**Charlie Cubbon**  
Chief Operating Officer



**Jamie Hindhaugh**  
Regional CEO – UK,  
USA, Australia, and  
Middle East

### ESG Committee

We have created an ESG Committee that has oversight of the ESG activities across the global group.

The committee meets on a monthly basis and has been established to oversee and advise the Group on its strategies, goals and commitments related to environmental and social sustainability and our other areas of ESG.

## Data with Integrity

Our comprehensive global IT policies provide a unified framework to ensure the secure, reliable, and efficient use of technology across our organisation.

These policies establish clear expectations for the responsible use of IT resources, data protection, system access, and cybersecurity practices.

### Measuring progress

We measure our progress across **360+ unique** annual qualitative and quantitative ESG performance indicators.

Our environmental metrics include data to feed into greenhouse gas measurements and wider environmental impacts, including information on facilities within proximity to areas interest for biodiversity and areas close to threatened or vulnerable species.

For social metrics we monitor diversity mix across the workforce, leadership and Board. We also capture workforce training levels, compensation, employee satisfaction scores and incidents reported across our workforce policies.

For our Governance procedures, we track the presence and review process of our company policies, our progress against external ESG ratings and certifications, and our performance against ESG targets.

By consolidating our reporting requirements into a unique list of performance metrics we can more easily track our year-on-year progress and streamline data collection and reporting to our internal and external stakeholders.





**GRAVITY MEDIA**