

Group Environmental Policy

Scope	Global
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About this policy

The purpose of this policy is to document YouGov's commitment to reduce its impact on the environment, and continually improve our environmental performance.

All staff are expected to familiarise themselves with the contents of this policy.

The policy

1. RESPONSIBLE PERSONS

- 1.1. The Board of Directors of YouGov plc has overall responsibility for this policy.
- 1.2. The Chief Governance & Compliance Officer is authorised with day-to-day oversight of the policy and will oversee a review of this policy at least once per calendar year.
- 1.3. All staff are expected to comply with this policy, and any future iterations of the policy.

2. GLOSSARY

For the purposes of this policy, the following definitions shall apply:

YouGov	YouGov plc and subsidiaries globally
Environment	The natural world, as a whole or in a particular geographical area, especially as affected by YouGov's activity

3. COMMITMENT

- 3.1. YouGov acknowledges that its activities have an impact on the environment and that it has a responsibility as a responsible business to minimise this impact where possible.
- 3.2. As a minimum, YouGov commits to:
 - a) Seeking to continually improve its environmental performance.
 - b) Working to prevent pollution and reduce its impact on the environment.
 - c) Regularly monitoring its environmental performance.
 - d) Raising awareness of the environmental impact of its activities and the company and its staff can mitigate that impact.
 - e) Complying with all relevant environmental legislation and regulations and keeping pace with industry standards, including climate reporting frameworks.
 - f) Developing and implementing a long-term strategic environmental plan, proportionate to our environmental impact.

4. EFFICIENT USE OF RESOURCES

- 4.1. Water, electricity, gas, and natural resources are to be used efficiently, and the production of waste is to be avoided, where reasonably practicable.
- 4.2. When assessing the suitability of new suppliers, the sustainability of resources (for example, energy from renewable sources) provided will be taken into consideration.
- 4.3. The Global Facilities team will ensure that processes are in place so that resources are used efficiently in each office. This includes, but is not limited to, provision of recycling facilities, reducing single use plastic waste, and installing intelligent lighting to reduce energy waste where appropriate.
- 4.4. Staff are expected to use resources sensibly and to minimise their own resource usage where is safe and reasonable to do so (for example, switching off monitors when not in use).

5. RESPONSIBLE SUPPLIERS

- 5.1. YouGov's [Supplier Code of Conduct](#) sets expectations for environmental commitments of our suppliers and the [Supplier Approval Process](#) includes an assessment of prospective key suppliers' environmental credentials (for example, environmental management certification and/or explanation of their policy on reducing environmental impact).

6. WASTE

- 6.1. Staff are expected to minimise waste where possible (for example, thinking before they print and refraining from using single-use plastics) and to use any recycling facilities available.
- 6.2. All waste classified as hazardous (for example toners, batteries) is subject to thorough risk assessment and appropriate disposal procedures.
- 6.3. Electronic and electrical equipment waste is subject to appropriate disposal procedures.
- 6.4. Where staff are working away from the office, recycling of office waste is encouraged so long as confidentiality obligations are maintained (for example, shredding paper waste before putting into recycling).

7. NOISE

- 7.1. YouGov Group's operations are office-based and do not create noise pollution in the normal course of business.
- 7.2. Staff are expected to keep noise to a minimum when in shared or communal areas of office buildings, especially if in a residential area.

8. REPORTING

- 8.1. YouGov Group commits to providing high-quality, transparent reporting on environmental impact or related topics in alignment with appropriate reporting frameworks as required by legislation or other regulation.

Scope, Monitoring and Review, Version Control

Scope

This policy covers all global employees, officers, consultants, contractors, freelancers, interns, work experience students, casual workers and agency workers (collectively referred to in this policy as “staff”) of YouGov plc and subsidiary companies.

This policy does not form part of any employee’s contract of employment and we may amend it at any time.

Monitoring and Review

The Governance Department will review the implementation of this policy in respect of its suitability, adequacy and effectiveness and make improvements as appropriate.

Version Control

Version	Name	Date	Changes
1.0	Kate Humphreys	May 2021	Policy Created
1.1	ESG Coordinator	June 2022	Annual Review