

# Group Environmental Policy

Scope	Global
Owner of Document:	Chief Governance & Compliance Officer
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### **About this policy**

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

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

## The policy

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### 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 a contribution to climate change, 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 and annually reporting on 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. 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 the selection of energy-efficient options where the purchase of new tools and/or products is necessary.
- 4.3. When assessing the suitability of new suppliers, the sustainability of resources (for example, energy from renewable sources) provided will be taken into consideration, in accordance with the Group Procurement Policy or any other relevant policy in place at the time.
- 4.4. The Global Facilities team will implement measures to reduce energy waste and avoid light pollution where possible. This includes, but is not limited to, installing intelligent lighting (e.g., with dimmers, motion sensors, and timers), switching to LED

lighting where possible, turning off unnecessary indoor lighting (including at night or when the office is not in use).

- 4.5. 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 PARTNERS

- 5.1. YouGov's [Business Partner 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 appropriate disposal procedures.
- 6.3. Electronic and electrical equipment waste is subject to appropriate disposal procedures.
- 6.4. Staff working from the office must adhere to the local recycling rules and ensure the waste is properly recycled (for example clean the food containers before disposing to not to contaminate dry recycling). 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'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/COMMUNICATION

- 8.1. YouGov commits to the following:
  - 8.1.1. Providing high-quality, transparent reporting on environmental impact or related topics on an annual basis as part of the Annual Report. Reporting will be in alignment with appropriate reporting frameworks as required by legislation, regulation, and industry standards which may include the reporting of global Scope 1, 2, and 3 carbon emissions, externally verified by a third party.
  - 8.1.2. Providing clear and transparent updates to employees regarding environmental commitments and expectations for behaviour.
  - 8.1.3. Providing updates to the Board of Directors regarding the company's environmental performance and commitments on an annual basis (at minimum).

## Scope, Monitoring and Review, Version Control

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### 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
1.2	ESG Coordinator	August 2022	Added reference to climate change
1.3	ESG Manager	June 2023	Annual Review