



Connect Media
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*Vat Reg No. 391 2235 09
Company Reg No. 07450316*

1st April 2025

Environmental, Social and Governance (ESG) Policy

Connect Media (Sussex) Ltd

At Connect Media we are committed to running our business responsibly and creating positive impact for our people, the environment and the wider community.

Environmental

We minimise our environmental footprint by:

- Reducing energy and water consumption year-on-year
- Cutting waste and increasing recycling
- Choosing low-carbon travel and delivery options where possible
- Working with suppliers who share our environmental values
- Measuring and reducing our carbon footprint wherever practical
(Full details in our separate Environmental Policy)

Social

We look after our people and our community by:

- Paying at least the Real Living Wage (or National Living Wage as a minimum)
- Providing a safe, inclusive and supportive workplace
- Offering training, development and flexible working
- Supporting local charities and community projects every year
- Treating customers, suppliers and partners fairly and ethically

Governance

We run an honest and accountable business by:

- Following all UK laws and regulations
- Maintaining clear anti-bribery, anti-modern-slavery and whistle-blowing procedures
- Keeping accurate financial records and paying taxes on time
- Being transparent about how we operate
- Regularly reviewing risks and opportunities

Responsibility

Lee Jones (Director) has overall responsibility for ESG performance. We review this policy and our progress annually and publish a short update on our website or make it available on request.

Environmental, Social and Governance (ESG) Policy cont.



Signed:
Lee Jones | Director

Date: 1st April 2025
Next review: 31st March 2026