

Environmental, Social, and Governance (ESG) Policy

Purpose	2
Scope	2
Our ESG Strategy	3
Our Responsibility to the World	4
People Fulfilment	8
One Brand	10
Speaking Up	13
Training & Awareness	14
Policy Governance	14

Document History

Version Number	Update Reason	Author	Effective Date
V1.0	Initial publication	Sustainability Team	01/08/2026

Approvals

Version Number	Name	Title	Date of Approval
V1.0	Alex Norman	Head of Legal	21/07/2026
V1.0	Scott Spirit	Chief Growth Officer	21/07/2026

1. Purpose

At Monks, sustainability is embedded into how we operate, grow, and create value.

As a digital-first advertising, marketing, and technology services business, our impact is shaped not only by our own operations, but also by how we use technology, creativity, data, and talent to deliver outcomes for our clients and stakeholders. We recognise that environmental, social, and governance (ESG) topics present both risks and opportunities for our business and have an important role in supporting long-term resilience, innovation, and responsible growth.

This ESG Policy establishes Monks' commitments to environmental stewardship, social responsibility, and strong governance practices. It provides a framework for integrating sustainability considerations into decision-making, managing risks and opportunities, supporting regulatory compliance, and creating long-term value for our people, clients, investors, suppliers, and communities.

This Policy should be read alongside the broader suite of Monks policies, standards, and governance documents that support the implementation of our ESG commitments. Any policies referenced within this report and marked with [IP] are internal policies maintained by the Company and are not publicly available documents.

2. Scope

This Policy applies to S4Capital plc and all direct and indirect subsidiaries operating under the Monks brand (collectively referred to as "Monks" or the "Company"). The Policy applies to all employees, contractors, freelancers, consultants, agency workers, temporary workers, interns, directors, and other individuals working for or on behalf of Monks globally.

The Policy covers all Monks operations, including offices, co-working locations, remote working arrangements, technology infrastructure, procurement activities, business operations, and client-facing activities across our global footprint.

We also encourage our suppliers, partners, and other stakeholders to support the principles outlined in this Policy and to work collaboratively with us to advance sustainability objectives throughout our value chain. We expect our suppliers to adhere to the principles and standards set out in our Supplier Code of Conduct, which outlines our expectations regarding responsible business practices, ethical conduct, human rights, environmental responsibility, and sustainability commitments.

3. Our ESG Strategy

At Monks, ESG is embedded into how we operate, grow, and create value.

As a digital-first advertising, marketing, and technology services business, our impact is shaped less by physical production and more by how we use technology, creativity, data, and talent. This creates both opportunities and responsibilities to reduce our environmental footprint, support our people, and operate with integrity and accountability.

Our ESG approach is integrated into our governance structures, decision-making processes, risk management activities, and day-to-day operations. Rather than being a standalone initiative, sustainability is considered an essential component of long-term business resilience, innovation, and responsible growth.

Our approach is built around three interconnected pillars:

- **Our Responsibility to the World (Environment)**

We are committed to reducing the environmental footprint of our operations while using our work, technology, and influence as a catalyst for positive change. Our focus includes climate action, sustainable workspaces, sustainable work, sustainable procurement, responsible technology, and environmental stewardship.

- **People Fulfilment (Social)**

We are committed to creating an inclusive, supportive, and future-ready workplace where our people can thrive. We seek to empower our colleagues through learning, development, wellbeing, diversity, equity and inclusion, and meaningful opportunities to contribute to society.

- **One Brand (Governance)**

We are committed to maintaining strong governance practices that promote integrity, accountability, transparency, and responsible business conduct. Through effective governance, risk management, and ethical decision-making, we seek to build trust with our people, clients, investors, suppliers, and wider stakeholders.

4. Our Responsibility to the World

Monks recognises that environmental sustainability is one of the defining challenges of our time. As a global digital-first business, we acknowledge our responsibility to minimise the environmental impact of our operations, support the transition to a low-carbon economy, and create positive outcomes through the work we deliver.

We believe environmental responsibility extends beyond our own footprint and includes the impact of our value chain, our technology infrastructure, our client work, and the decisions we make every day across our business.

To support this commitment, Monks focuses on six key areas:

4.1 Climate Action

Climate change presents both risks and opportunities for our business, our clients, and society.

Monks is committed to supporting the goals of the Paris Agreement and contributing to the global transition towards a low-carbon economy through science-based climate action and continuous emissions reduction.

We are committed to:

- Achieving net zero greenhouse gas emissions across our value chain by 2040;
- Delivering our Science Based Targets initiative (SBTi) validated emissions reduction targets;
- Reducing absolute Scope 1 and Scope 2 greenhouse gas emissions by 42% by 2030 from a 2022 baseline;
- Reducing absolute Scope 3 greenhouse gas emissions by 25% by 2030 from a 2022 baseline;
- Achieving a 90% reduction in total Scope 1, 2 and 3 greenhouse gas emissions by 2040 from a 2022 baseline;
- Integrating climate-related risks and opportunities into business planning, governance, and risk management processes;
- Monitoring and reporting our climate performance through recognised reporting frameworks and standards.

Monks regularly measures and monitors greenhouse gas emissions across its operations and value chain and seeks opportunities to improve environmental performance through operational efficiency, supplier engagement, and innovation.

4.2 Sustainable Workspaces

As an asset-light organisation, our operational environmental footprint is primarily associated with our office portfolio, supporting infrastructure, and workplace operations.

Monks is committed to creating and maintaining sustainable workspaces that minimise resource consumption, reduce waste, and support a healthy and productive working environment.

We are committed to:

- Improving energy efficiency across our global office portfolio;
- Increasing the use of renewable electricity where feasible;
- Reducing waste generation and promoting circular economy principles;
- Encouraging responsible consumption of materials and resources;
- Improving water efficiency where relevant and material;
- Embedding sustainability considerations into workplace design, fit-outs, refurbishment projects, and office operations;
- Promoting environmentally responsible workplace behaviours across our global workforce.

Further requirements and operational standards are outlined in the Green Building Policy [\[IP\]](#).

4.3 Sustainable Work

At Monks, sustainability extends beyond our own operations and includes the impact of the work we create, the technologies we develop, and the solutions we deliver to our clients.

We believe creativity, technology, and innovation can be powerful forces for positive environmental and social impact.

Monks is committed to:

- Embedding sustainability considerations into our work where relevant and appropriate;
- Supporting ethical and responsible marketing practices;
- Promoting responsible digital production and content creation;

- Leveraging technology and innovation to improve efficiency and reduce environmental impacts;
- Supporting clients in navigating sustainability-related challenges and opportunities where aligned with our expertise;
- Delivering initiatives, partnerships, and For Good projects that contribute to positive environmental and social outcomes;
- Encouraging responsible decision-making throughout project planning, delivery, and client engagement activities.

Further guidance is provided through the [Ethical Marketing Policy](#), For Good Framework / Programme [IP], and related client-facing standards.

4.4 Sustainable Procurement

Monks recognises that a significant proportion of its environmental and social impacts occur throughout its value chain.

We are committed to working collaboratively with suppliers and business partners to improve sustainability performance and strengthen responsible business practices throughout our supply chain.

We are committed to:

- Integrating sustainability considerations into procurement and supplier selection processes;
- Encouraging suppliers to align with environmental, social, and governance principles that reflect our shared commitment to responsible and sustainable business practices;
- Promoting responsible sourcing and purchasing practices;
- Engaging suppliers on climate-related topics and environmental performance where appropriate;
- Supporting increased transparency throughout our supply chain;
- Encouraging suppliers to align with our Supplier Code of Conduct and sustainability requirements.

Further requirements are outlined in the Sustainable Procurement Policy [IP], and Supplier Code of Conduct [IP].

4.5 Responsible Technology & AI

As a technology-enabled business, Monks recognises both the opportunities and responsibilities associated with emerging technologies, digital infrastructure, and artificial intelligence.

We are committed to using technology responsibly while considering its broader environmental, social, and ethical implications.

We are committed to:

- Promoting responsible and ethical use of artificial intelligence;
- Considering environmental impacts associated with digital infrastructure, cloud services, and computing resources;
- Encouraging efficient use of technology and data systems;
- Supporting innovation that contributes to sustainable outcomes for our business and clients;
- Maintaining appropriate governance and oversight for emerging technologies;
- Encouraging transparency, accountability, and responsible decision-making in the development and deployment of AI-enabled solutions.

Further requirements are outlined in the AI Use Policy [\[IP\]](#), and related technology governance standards.

4.6 Environmental Compliance & Continuous Improvement

Monks is committed to conducting its operations in an environmentally responsible manner and complying with applicable environmental laws, regulations, permits, and other relevant requirements in the jurisdictions where it operates.

We recognise that environmental sustainability is an evolving area and are committed to continuously improving our environmental performance through responsible management practices, stakeholder engagement, innovation, and ongoing monitoring of our impacts and opportunities.

Monks is committed to:

- Complying with applicable environmental laws, regulations, and other environmental obligations;

- Monitoring environmental performance and progress against established commitments and targets;
- Identifying and assessing material environmental risks and opportunities relevant to our operations and value chain;
- Integrating environmental considerations into business planning, operational decision-making, and continuous improvement activities;
- Encouraging environmental awareness and responsible behaviours across our workforce;
- Supporting collaboration with suppliers, clients, and other stakeholders to advance shared environmental objectives;
- Reviewing environmental priorities periodically to ensure they remain aligned with evolving scientific understanding, stakeholder expectations, business needs, and regulatory developments.

Through these efforts, Monks seeks to strengthen environmental resilience, reduce environmental impacts, and contribute to the long-term transition towards a more sustainable future.

5. People Fulfilment

At Monks, our people are central to our success. We believe that building a resilient, innovative, and future-ready business depends on creating an environment where individuals feel valued, supported, empowered, and able to contribute their best work. We are committed to fostering a culture that embraces diverse perspectives, promotes wellbeing, supports continuous learning, and creates opportunities for people to thrive.

To support this commitment, Monks focuses on five key areas:

5.1 Diversity, Equity & Inclusion

We believe that diversity of backgrounds, experiences, perspectives, and ideas strengthens our organisation and enhances our ability to deliver meaningful outcomes for our clients and communities.

Monks is committed to:

- Fostering an inclusive culture where all individuals are treated with dignity and respect;
- Promoting equal opportunity throughout the employee lifecycle;
- Supporting a workplace free from discrimination, harassment, bullying, and retaliation;
- Encouraging diverse representation across teams, functions, and leadership levels;
- Creating an environment where individuals feel empowered to contribute and belong.

Further requirements and commitments are outlined in the [Anti-Hate Statement](#), DEI Policy [IP], and related people policies.

5.2 Talent Development & Learning

As a business built on creativity, technology, and expertise, we recognise that continuous learning and capability development are essential to long-term success.

Monks is committed to:

- Supporting professional growth and career development opportunities;
- Investing in learning, training, and leadership development programmes;
- Building future-ready skills across our workforce;
- Encouraging knowledge sharing, collaboration, and innovation;
- Supporting employees in adapting to evolving technologies, market expectations, and ways of working.

Further requirements are outlined in relevant learning, development, and talent management programmes.

5.3 Employee Wellbeing

We are committed to creating a workplace that supports the physical, mental, and emotional wellbeing of our people.

Monks is committed to:

- Promoting safe and healthy working environments;
- Supporting employee wellbeing through appropriate programmes, resources, and initiatives;
- Encouraging flexible and sustainable ways of working where appropriate;
- Fostering a culture of respect, trust, and psychological safety;
- Supporting work-life balance and employee engagement.

Further requirements are outlined in relevant people policies and wellbeing programmes.

5.4 Human Rights

Monks respects internationally recognised human rights and seeks to uphold these principles throughout our operations and value chain.

Monks is committed to:

- Respecting the dignity, rights, and freedoms of all individuals;
- Opposing forced labour, child labour, modern slavery, and human trafficking;
- Promoting fair and ethical working practices;

- Supporting responsible employment practices throughout our operations;
- Encouraging suppliers and business partners to uphold similar standards.

Further requirements are outlined in the [Modern Slavery Statement](#), Supplier Code of Conduct [IP], and related policies.

5.5 Community Impact

We recognise the important role businesses can play in supporting positive social outcomes beyond their direct operations. Monks seek to contribute to communities through volunteering, partnerships, pro bono initiatives, and programmes that leverage our expertise, creativity, and technology to create meaningful impact.

We are committed to:

- Supporting community engagement activities across our regions;
- Encouraging employee participation in volunteering and social impact initiatives;
- Delivering For Good projects and partnerships that create positive outcomes for people and communities;
- Using our capabilities to support causes aligned with our values and expertise.

Further guidance is outlined in the For Good Programme [IP], Employee Volunteering Policy [IP], and related community engagement initiatives.

6. One Brand

Strong governance is fundamental to delivering our sustainability commitments, managing risks responsibly, maintaining stakeholder trust, and supporting long-term value creation.

At Monks, sustainability is embedded within our governance structures, business planning processes, risk management activities, and decision-making frameworks. We believe accountability, transparency, ethical conduct, and responsible leadership are essential to building a resilient and sustainable business.

To support this commitment, Monks focuses on four key areas:

6.1 Sustainability Governance

Oversight of sustainability-related matters is embedded within Monks' governance framework. The Board and relevant governance committees provide oversight of sustainability-related risks, opportunities, strategic priorities, performance, and disclosures. Management teams are responsible for implementing sustainability commitments, monitoring progress, and integrating ESG considerations into business operations and decision-making processes.

Accountability for sustainability performance is embedded at the most senior levels of the organisation. Chief Growth Officer holds overall executive responsibility for driving Monks' ESG commitments, including our climate targets and progress against our SBTi-validated transition plan, and reports directly to the Board of Directors.

To reinforce accountability at the highest level, progress against our sustainability commitments including carbon reduction targets is factored into the performance evaluation and incentive structures of relevant senior executives, ensuring that sustainability outcomes carry the same weight as financial performance in leadership accountability.

Further details regarding sustainability governance structures, roles and responsibilities are disclosed through Monks' annual ESG reporting processes and related disclosures.

Monks is committed to:

- Maintaining clear accountability for sustainability-related responsibilities across the organisation;
- Integrating ESG considerations into strategic planning, business operations, and decision-making processes;
- Monitoring progress against sustainability commitments, targets, and priorities;
- Embedding sustainability considerations across relevant business functions and operational activities;
- Supporting effective governance of environmental, social, ethical, and climate-related matters across our operations and value chain.

Sustainability governance is supported through a combination of Board oversight, management-level governance structures, and cross-functional collaboration across key business functions.

6.2 Risk Management

Monks recognises that sustainability-related risks and opportunities can influence business resilience, operational performance, reputation, stakeholder trust, and long-term value creation. We are committed to identifying, assessing, managing, and monitoring material sustainability-related risks and opportunities through our enterprise risk management processes.

This includes consideration of:

- Climate-related physical and transition risks;
- Emerging environmental and regulatory developments;
- Supply chain and third-party risks;
- Human rights and labour-related risks;

- Digital infrastructure and AI-related environmental impacts
- Data privacy, cybersecurity, and information security risks;
- Emerging technology and artificial intelligence-related risks;
- Reputational risks associated with sustainability performance and stakeholder expectations.

Monks seeks to integrate sustainability considerations into risk management activities, business planning processes, and strategic decision-making to support organisational resilience and long-term success.

6.3 Ethics & Responsible Business Conduct

Integrity is fundamental to how Monks conducts business. We are committed to maintaining high standards of ethical behaviour and responsible business conduct across all areas of our operations, client engagements, and value chain relationships.

Monks is committed to:

- Conducting business honestly, ethically, and in accordance with applicable laws and regulations;
- Preventing bribery, corruption, fraud, money laundering, and other forms of misconduct;
- Managing conflicts of interest responsibly and transparently;
- Promoting ethical and responsible marketing, communications, and business practices;
- Protecting confidential information, intellectual property, and business assets;
- Respecting privacy and maintaining robust information security practices;
- Supporting a culture where concerns can be raised openly and without fear of retaliation;
- Encouraging suppliers, contractors, and business partners to uphold standards consistent with our values and expectations.

Employees, suppliers, contractors, and other business partners are expected to act in accordance with Monks' ethical standards and applicable policies.

Further requirements are outlined in the [Code of Conduct](#), [Speak Up Policy](#), [Privacy Notice](#), [Information Security & Compliance Policy](#), Conflict of Interest Policy [IP], and Anti-Financial Crime Policy [IP].

6.4 Transparency, Reporting & Accountability

Transparency and accountability are essential to building trust and demonstrating progress. Monks is committed to measuring, monitoring, and communicating sustainability performance in a transparent, consistent, and credible manner.

We are committed to:

- Monitoring sustainability-related performance through relevant environmental, social, and governance indicators;
- Reporting sustainability performance through our annual ESG reporting processes;
- Participating in relevant external sustainability disclosures, assessments, and stakeholder requests;
- Responding transparently to client, investor, regulatory, and stakeholder sustainability information requests;
- Strengthening the quality, consistency, and maturity of sustainability data, controls, and reporting processes;
- Continuously improving sustainability performance, reporting practices, and governance mechanisms.

Where relevant, Monks seeks to align reporting and disclosures with recognised frameworks, standards, and methodologies, including the GHG Protocol, Science Based Targets initiative (SBTi), TCFD recommendations, CDP, EcoVadis, and other relevant sustainability frameworks and assessments.

Through transparent reporting and accountability, Monks aims to provide stakeholders with meaningful information regarding its sustainability priorities, commitments, performance, and progress.

7. Speaking Up

Monks encourages all employees, contractors, and stakeholders to speak up if they become aware of actual, suspected, or potential breaches of this Policy, applicable laws, or other Monks policies and standards. Concerns may be raised through management, Human Resources, Legal, or through Monks' confidential Speak Up reporting channels. Monks are committed to ensuring that concerns raised in good faith are treated appropriately and investigated in accordance with applicable laws, policies, and procedures. Monks strictly

prohibit retaliation against any individual who raises a concern in good faith. Further details are available in the [Speak Up Policy](#).

8. Training & Awareness

Monks recognises that achieving its sustainability commitments requires active participation across the organisation. We are committed to promoting awareness of sustainability-related topics and providing relevant training, guidance, and resources to support employees in understanding their responsibilities under this Policy. Sustainability-related topics may be incorporated into onboarding programmes, mandatory compliance training, leadership initiatives, and other learning and development activities where relevant. Through ongoing education and engagement, Monks seeks to strengthen sustainability awareness, encourage responsible decision-making, and support continuous improvement across the organisation.

9. Policy Governance

Compliance with this Policy is expected from all individuals working for or on behalf of Monks. Failure to comply with this Policy or related policies may result in appropriate corrective or disciplinary action in accordance with applicable laws, local requirements, and internal procedures. This Policy is reviewed periodically to ensure it remains aligned with business priorities, stakeholder expectations, regulatory developments, and sustainability best practices.

Overall responsibility for this Policy rests with the ESG Team. For any questions or concerns relating to this Policy, please contact the ESG Team at sustainability@monks.com.