



## FremantleMedia Limited

The Directors of FremantleMedia Limited are responsible for the governance of the Company and have continued to exercise its duties in accordance with section 172(1) of the Companies Act 2006 by having regard to the following:

- i. the likely consequences of any decision in the long term.
- ii. the interests of the Company's employees.
- iii. the need to foster the Companies business relationships with suppliers, customers, and others.
- iv. the impact of the Company's operations on the environment and the community.
- v. the desirability of the company for maintaining high standards of business conduct and
- vi. the need to act fairly.

The Directors consider, both individually and collectively, that they have successfully discharged their duty to promote the long-term success of the Company for the benefit of its members, having regard to the section 172 principles when considering and making decisions regarding the Company's positioning, development, and performance.

References in this statement to 'the Company' refers to FremantleMedia Limited and references to 'Fremantle' refer to the wider global Fremantle Group.

### **Long-term Strategy and Outlook**

Fremantle is one of the largest and most successful creators, producers, and distributors of scripted and unscripted content. We reach audiences across the world via traditional TV, film, and digital platforms. We are experts at working with creative talent from all over the world translating ideas into award-winning productions for every major market.

The Board hold regular board meetings to consider the Company's strategy and direction over the long term and quarterly risk and compliance meetings are also held to monitor, assess, and address exposure to risk.

With the Board's experience of the market in which the Company operates, the Directors are well-equipped to make the necessary key decisions to deliver our strategic priorities, mitigate risk and accelerate growth in line with the Company's aspirational strategy plan, commercial interests, and long-term vision.

### **Our People**

Within Fremantle, our people are at the heart of everything we do. We aspire to be the place creatives call home. Our workforce is a family and part of a creative and inclusive community across an international network of production teams, companies, and labels.

Concern for employee safety and wellbeing has always been embedded throughout Fremantle's culture and remains a priority. Fremantle remains committed to ensuring a safe, working environment. We have the benefit of enhanced technological capabilities and have utilised the experiences gained during the pandemic to explore and adopt new working patterns that benefit both the business and employees. Fremantle recognises the importance of remaining cautious and being prepared in the event restrictions were reintroduced.

Fremantle continues to offer increased mental health and wellbeing support and mindfulness classes, across the global business. We take great pride in our focus on the training and support the development and retention of our workforce.

The Directors endeavour to ensure that open lines of communication are available throughout Fremantle at all levels, both in person and through use of technology.

Fremantle takes employee engagement very seriously and we carry out regular employee satisfaction surveys to assess the level of success of the work schemes and support in place, and to look to future working practices to benefit employees and Fremantle alike.

### **Fostering Business Relationships**

Fremantle's business and its relationships with suppliers, customers and others is important to the Directors and the Company. Being a reputable and safe business to work with is a core value for Fremantle as a whole.

As part of their ongoing responsibilities, the Directors undertake a full review of governance procedures and authorities to strengthen the accountability and transparency that are principal foundations of the business. We pride ourselves on maintaining strong, honest, respectful and flexible relationships with our consumers, investors and suppliers and they continue to remain a key focus.

### **Impact on our Community and Environment**

Environmental, Social and Governance (ESG) criteria will continue as an important focal point for the Company and Fremantle as a whole. In line with parent company stakeholder commitments, Fremantle will primarily expand its own commitment to Corporate Responsibility in three strategic areas of Diversity, Equality and Inclusion (DE&I), Environmental Responsibility and Social Responsibility:

#### Diversity, Equity & Inclusion

Fremantle aspires to tell stories that connect people around the world. To reflect and celebrate the world we live in and engage audiences, Fremantle recognises that they need people from all backgrounds, cultures and of all identities working in teams and on shows, and they remain committed to creating opportunities for talent by being inclusive in everything the Company does.

#### Environmental Responsibility

Fremantle recognises its responsibility to take care of our environment and aspire to lead the way in sustainable content production. Fremantle remains committed to its promise to play its role in tackling climate change.

Since 2018, we have been tracking our group carbon footprint using Bertelsmann's Green Screen Reporting Tool. We are in the process of operationalising carbon accounting processes for production to meet our reporting requirements under the EU Corporate Sustainability Reporting Directive. Simultaneously, we are working to decarbonise across all business areas and collaborating with suppliers and the wider industry on best practice.

Fremantle have the target to be carbon neutral by 2030 across all operations and production, including an absolute reduction of emissions by at least 50% from the 2018 baseline year.

#### Social Responsibility

Fremantle recognises its social responsibility and is especially committed to the locations where its companies operate, preferably sponsoring organisations and initiatives in which our employees are actively involved bringing a positive impact to our local community.

On screen, Fremantle invests in programming that challenges perceptions, educates, and informs global audiences.

### **Business Conduct**

We are fully committed to acting responsibly in all our business dealings and relationships. Entrepreneurial responsibility and integrity are essential elements of our corporate culture. We aspire to the highest ethical standards and to ensure comprehensive compliance with all relevant legislation and regulation by working

together. Our relationships are based on mutual respect and trust. Fremantle has a zero-tolerance approach to non-compliance with legislation and regulation.

Good governance remains a major focus and the Directors look to ensure that there is continued adherence to legislation, regulation, and group policies to ensure all UK and overseas subsidiaries meet local legislative requirements and good governance practices through their own policies.

We have systems in place to identify and assess potential risk areas, which include steps to monitor and mitigate the risk of non-compliance within our supply chain and have an open whistleblowing procedure that offers protection to those who speak up.

An annual review takes place of policies, and the business continues to strengthen our Governance framework and governance, compliance, and risk management teams across the business.