



## ENVIRONMENTAL & SUSTAINABILITY POLICY

### 1. INTRODUCTION

Argonon Ltd and all subsidiary companies (collectively, “**the Company**”) recognises that it has a responsibility to the environment beyond legal and regulatory requirements.

In April 2022, the Intergovernmental Panel on Climate Change (“**IPCC**”) indicated limiting global warming to around 1.5°C requires greenhouse gas emissions to be reduced by 43% by 2030 and net zero by 2050.

The report highlighted that failing to make deep and immediate reductions across all sectors would make limiting global warming to 1.5°C beyond reach. It is with the IPCC in mind the Company has set up the Climate Group.

The Company continues to and will actively put in place measures throughout the company to reduce the environmental impact across the Company’s activities, its business choices, future strategy and how it approaches productions.

The Company is committed to reviewing this policy annually to continue to improve the Company’s environmental performance, which the Company views as an integral part of its operations.

The Company’s aim is to make responsible decisions that have a positive impact on the environment. In 2022, the Company established the Climate Action Group, (“**the Climate Group**”) which is an open forum whereby employees, freelancers, and workers can collectively meet on a bimonthly basis to drive the Company’s sustainability strategy.

All employees and freelance production staff of the Company, temporary workers, consultants, contractors, agents and subsidiaries acting for, or on behalf of, the Company (“**associated persons**”) within the UK and overseas have a responsibility to ensure the aims and objectives of this Policy are met within their area.

The Company’s aim is to achieve environmental sustainability, which requires all associated persons to make responsible decisions that will manage any negative impact on the environment.

### 2. POLICY AIMS

The Company aims to:

- Lead and encourage change by co-charing Creative UK’s Climate Action Committee;
- Develop and implement the Company’s strategy by the Climate Group;
- Engage an external specialist, Climate Partner, to undertake a top-level audit of the Company Wide Carbon Footprint, and expand this over time;
- Use The Climate Group to identify KPIs and work with external Climate Partner on strategy for the Company;
- Comply with all relevant environmental legislation, regulations and codes of practice;
- Engage with Commissioners, Broadcasters, Content Partners across social purposes policy/ sustainability partnerships and codes of conduct;
- Limit the Company’s contribution to climate change by managing the Company’s energy use more effectively;
- Actively promote recycling both internally and from suppliers;



- Work with our key suppliers to develop and identify opportunities to improve environmental performance;
- Continue to improve and monitor its environmental performance as set out by the Climate Group;
- Continue to improve and reduce its environmental impact as set out by the Climate Group;
- Increase environmental awareness of all its associated persons; and
- Understand and develop reporting of climate related financial information by the Board, based around governance, strategy, risk management and metrics and targets<sup>1</sup> as put forward in the IPCC report and set out by Task Force on Climate related Financial Disclosures in 2022 (“TCFD”).<sup>2</sup>

### 3. CLIMATE CONTENT PLEDGE

The Company understands and takes into account the ‘Broadcasters’ (being BBC, Channel 4, ITV, STV, Sky Group, Britbox International, Chanel 5 /ViacomCBS U.K, RTE, BBC Studios, Discovery U.K & Eire, S4C, and UKTV) Climate Change Content Pledge set out at COP 26 which set outs to half the carbon emissions by 2030 with some Broadcasters setting out to achieve zero carbon emissions by 2030.

The Climate Content Pledge principles pledged by the Broadcasters are set out as follows and to be reviewed and held to account by each other every year.

- They will reach more of our audiences with content that helps everyone understand and navigate the path to net zero and inspires them to make greener choices.
- They will develop processes that help us to consider climate themes when we are commissioning, developing and producing content.
- They will ensure that our efforts are informed by the science.
- They will recognise the importance of fair and balanced representations of visions for a sustainable future.
- They will work together:
  - learning from and inspiring each other
  - sharing relevant industry and audience insights and developing relevant metrics
  - improving how they measure their impact
- They will communicate regularly with our colleagues, partners, and audiences so that we can all play our part in meeting this shared challenge.

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<sup>1</sup> financial risks and opportunities related to climate change will become a part of the broadcaster’s requirement and the Company’s risk management and strategic planning processes. As this occurs, the Company should understand the potential financial implications associated with transitioning to a lower-carbon economy and climate-related physical risks will grow; information will become more decision-useful; and risks and opportunities will be more accurately priced as set out by TCFD.

<sup>2</sup> See Schedule 1



#### 4. PRODUCTION

- Members of the albert Consortium: the albert Consortium supports the creation of albert's strategic projects, tools and initiatives for a sustainable future.<sup>3</sup>
- The Company is working with albert, the industry carbon calculator, to monitor energy and waste in the Company's productions;
- Comply with albert mandatory reporting and certification;
- Encourage productions outside of albert's mandatory requirements to report and consider their carbon footprints and offset;
- Create a Green Memo for 'Heads of Productions' with best examples of 'green friendly productions' to encourage and promote sustainability;
- Encouraging all its senior production and development staff to complete albert training and attend sustainability events.
- To minimise emissions through the selection and use of transportation and energy on our productions.
- To consider opportunities on Production/ Programming with commissioners to raise awareness or partner in Green campaigns.

#### 5. SUPPLIERS

The Company will:

- Endeavour to use suppliers with a commitment to sustainability, responsible practices and green products where possible;
- Create a local crew database to reduce travel;
- Encourage train travel where possible as an alternative to air travel;
- Where airline travel is used to encourage use of sustainable airlines, as at 2022 being British Airways, EasyJet, Virgin Atlantic, KLM, Delta Airlines, Cathay Pacific, Alaska Airlines, JetBlue and United Airlines
- where possible, connect with the local community by purchasing locally and independently; and
- Review and consider compensation and benefit packages which encourage environmental and sustainability.

#### 6. ENERGY, WATER, MATERIALS

- Company controlled UK offices will all use Good Energy, the albert recommended supplier.
- Serviced Companies that are provided suppliers to encourage and where possible working towards using good energy suppliers in its offices.
- Encouraging lights to be turned off when not in use by associated persons when in office and not automated.
- Selecting options for reduction of Company's water usage annually.

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<sup>3</sup> The albert carbon calculator is an essential requirement of albert certification, which is a broader online tracking system used to monitor sustainability initiatives instigated by production teams. Once evidence has been provided for their pledges, productions are rewarded with the albert logo to use on their end credits, in recognition of their greener working practices.



- Working towards a paperless office or, where paper is required, implement a recycled paper use only policy.
- Encourage paper recycling.
- Working towards all Cleaning Products used in Company offices being ECO/ safe for aquatic life and environmentally friendly.

## **7. OPERATIONS**

The Company will:

- action the Climate Group Strategy,
- aim to be at Net Zero Carbon Emissions by 2030 by reducing emissions the Company control, reduce emissions the Company can influence and move to power the business with 100% renewable energy
- provide good recycling facilities and reduce waste by reusing or recycling as much as possible and aiming to completely phase out the use of zero single use plastics in operations, production and supply chain;
- support suppliers to improve their environmental impact and working; support also the local community; and using suppliers who have implemented policies to support such sustainability and reduction of environmental impact.

## **8. MONITORING AND CULTURE**

The Company will:

- update this policy annually in consultation with its associated persons, suppliers and other stakeholders where necessary;
- update and report to its associated persons on its progress; and
- offer training and awareness campaigns for associated persons.

## **9. ACHEIVEMENTS FROM IMPLEMENTATION OF ENVIROMENETAL POLICY 2020 to 2022**

- Joined as Member of the albert Consortium
- Created a Company Climate Action Group
- Creating Green Partnerships to recognise the importance of wildlife/ nature and wellbeing with a flagship ITV show.
- Engaged a third party, Climate Partner, to undertake a Company-wide Carbon footprint audit
- Company - Co-chairing Climate Action Group for the creative industry
- CEO/COO to support and actively support and encourage discussion on best practice.

## **10. COMMITMENTS FOR 2022/23**

The Company will:

- Work towards all senior production and operations staff completing albert training or equivalent training;
- Aim to increase albert certification on productions where albert certification is not mandatory;
- Create and action the Company Climate Group Strategy
- Support organisations helping the environment in its community; and

Dated 5<sup>th</sup> December 2022



- Partner with others across audio-visual production to share best practice, promote efficiency and sustainability.

#### 11. RESPONSIBLE PERSON FOR POLICY

Overall Responsibility for the Policy Is:

Laura Bessell, COO, [laura.bessell@argonon.com](mailto:laura.bessell@argonon.com)

Climate Group Lead

Rich Turner, Head of Communications ,

[rich.turner@argonon.com](mailto:rich.turner@argonon.com)

Key Support on Climate Group:

Laura Voak, [laura.voak@windfallfilms.com](mailto:laura.voak@windfallfilms.com)

#### **Nominated senior management:**

Allison Todd is Managing Director of Windfall Films Ltd

Henry Scott is Managing Director of Like A Shot Entertainment Ltd

Kristian Smith is Managing Director of Leopard Pictures Ltd

Nick Godwin is Creative Director and Co-Founder of BriteSpark Films Ltd

Derek McLean is Managing Director of Bandicoot Ltd

Daniel Nettleton is Creative Director of Bandicoot Ltd

Claire Collinson-Jones is Chief Creative Officer of Studio Leo Limited

Pete Fergusson is CEO & Founder of Nemorin Film & Video Ltd

Shirley Escott is Chief Operating Officer of Leopard USA

Joe Weinstock is Managing Director of Rose Rock

The following are Argonon departments and the current communication tree under this Policy

1.CEO:James.Burstall@argonon.com

2.COO:Laura.Bessell@argonon.com

3.Head of HR:Jenny.King@argonon.com

4.Director of Technology:Karl.Dawkins@argonon.com

5. Global Director of Communications: Rich Turner

6.Director of Legal and Commercial Affairs:Amanda.Goddard@argonon.com

Policy approved: 13<sup>th</sup> December 2022.



Schedule 1

Table A1  
TCFD Recommendations and Supporting Recommended Disclosures

Governance	Strategy	Risk Management	Metrics and Targets
<b>Disclose the company's governance around climate-related risks and opportunities.</b>	<b>Disclose the actual and potential impacts of climate-related risks and opportunities on the company's businesses, strategy, and financial planning where such information is material.</b>	<b>Disclose how the company identifies, assesses, and manages climate-related risks.</b>	<b>Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.</b>
a) Describe the board's oversight of climate-related risks and opportunities.	a) Describe the climate-related risks and opportunities the company has identified over the short, medium, and long term.	a) Describe the company's processes for identifying and assessing climate-related risks.	a) Disclose the metrics used by the company to assess climate-related risks and opportunities in line with its strategy and risk management process.
b) Describe management's role in assessing and managing climate-related risks and opportunities.	b) Describe the impact of climate-related risks and opportunities on the company's businesses, strategy, and financial planning.	b) Describe the company's processes for managing climate-related risks.	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.
	c) Describe the resilience of the company's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the company's overall risk management.	c) Describe the targets used by the company to manage climate-related risks and opportunities and performance against targets.