FOCUSBING OUR CR PROGRAMME

Materiality assessments were conducted both by our North America and UK businesses in 2019 to assess which sustainability topics our Corporate Responsibility programme should focus on.

The topics included in the materiality assessments reflect the complete scope of sustainability - economic, governance, social, and environmental issues.

The importance and relevance of this full scope of sustainability topics were assessed against multiple criteria, including:

- Potentially relevant standards from the Global Reporting Initiative (GRI) Sustainability Reporting Standards
- Relevant SASB standards
- Aspects that our competitors/peers are reporting as significant or material for their business
- Specific customer requests for sustainability performance information

These materiality assessments revealed the most relevant sustainability topics to prioritise and formed the basis for setting our CR objectives and targets.

ALIGNING WITH B CORP CATEGORIES

Our North American business has aligned its sustainability priorities against the four key B Corp categories, reflecting our ambition to become B Corp certified. Moving forward, Anthesis is aiming to align our priorities against the B Corp categories globally, and we will use the outcomes from our B Corp assessment to reassess and validate our sustainability priorities.

<table>
<thead>
<tr>
<th>B corp assessment focus area</th>
<th>Our priority sustainability topic areas</th>
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</table>
| **PEOPLE**                  | Diversity and Inclusion  
Employee Health and Wellness  
Employee Engagement  
Employee Training and Development  
Company Culture/ Anthesis Spirit |
| **COMMUNITY**               | Community Engagement / Volunteering  
Community Giving/ Investment  
Working with Suppliers (Code of conduct, fair treatment, environmental and social assessments) |
| **ENVIRONMENT**             | Environmental Management Systems  
Carbon Footprint Reduction  
Waste Reduction  
Responsible Purchasing/ Procurement |
| **GOVERNANCE**             | Diversity and Inclusion at leadership level  
Code of Ethics/ Ethics Committee  
IT Security & Data Privacy Policy and Practices |
We have a dedicated global steering committee, supported by regional working groups, who drive our Corporate Responsibility programme to deliver positive impact worldwide.

The steering group meets every two months to maintain and track Anthesis’ progress against our targets and objectives.

Our Anthesis Global CR steering group is in place to:

- Set and review sustainability priorities
- Track our performance and report progress against our targets and objectives
- Implement actions needed to achieve our objectives and targets

For further information, contact:

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