Governance:
Sustainability Leadership Group

Sustainability Leadership Group Meetings

The Sustainability Leadership Group met bimonthly in 2025. We moved this to quarterly in 2026 to facilitate increased emphasis on progress over reporting.

Committee objectives

– Understand key issues and opportunities, and make strategic decisions on behalf of the business, relating to the people and planet agenda.

– Support and influence the leadership team to ensure accountability is maintained appropriately, in order to drive progress.

– Govern the sustainability risk log. This may require Sustainability Leadership Group members taking action to address issues and improve risk management.

– Ensure the Board and ELT receive a formal update on sustainability at least twice a year and are consulted and informed appropriately.

Committee members
- Global Chief Transformation Officer (Chair)
- CFO
- UK Chair
- MD North America

Attendees
- Group Sustainability Director
- Global Head of Talent Solutions

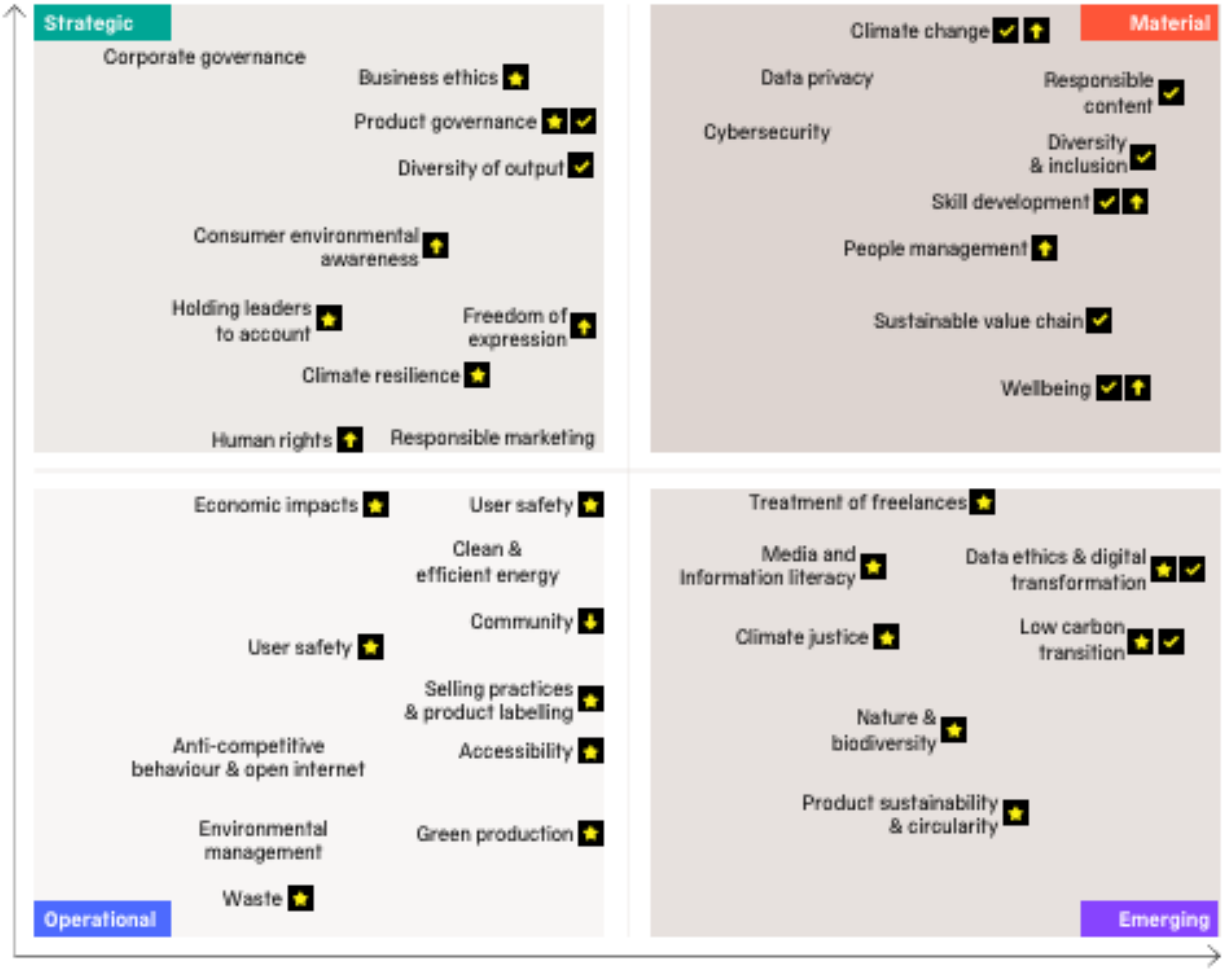
Alignment with international frameworks
- UNGC
- SBTi
- CDP
- UNFCCC Race to Zero

Alignment with UK frameworks
- Disability Confident Committed
- Modern slavery reporting

Industry groups
- Conscious Advertising Network
- Purpose Disruptors
- Ad Net Zero
- IPA Sustainability Committee Mayor's Design Lab

Materiality Analysis

We follow the sector-wide Responsible Media Forum's 2022 Media Materiality Report to guide our areas of focus through the Sustainability Leadership Group



Key

- Issues upgraded in importance
- Issues downgraded in importance
- Opportunities
- New issues