

## **S172 STATEMENT**

### **FremantleMedia Limited (“the Company”)**

In the financial year 2020, FremantleMedia Limited’s Board of Directors continued to exercise its duties in accordance with section 172(1) of the Companies Act 2006.

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 as a whole, having regard to the section 172 principles when deliberating and in their decision-making during the year ended 31<sup>st</sup> December 2020.

Like most businesses last year, Fremantle faced many challenges due to the COVID-19 pandemic. The Fremantle companies came together to support the business as a whole and each other in times of need.

Concern for employee safety and wellbeing, having always been embedded throughout Fremantle’s culture, took even greater priority and several new working protocols were instigated to enable employees and contractors to continue to work safely, and to reduce stress. This ensured everyone could work comfortably and safely whether on set for production or working remotely from home. Fremantle became a leading example of production innovation, with COVID-safe protocols rolled out globally to keep cast, crew and contributors safe while still producing the entertainment programmes for which Fremantle is best known.

For those working from home, Fremantle provided extra equipment where needed to work safely and comfortably. Where work could not be carried out at home, full health and safety risk assessments were carried out and changes, often challenging and major, were implemented in offices to keep people safe and enable work to be undertaken within government restrictions. Fremantle also offered increased mental health and wellbeing support, including online exercise and mindfulness classes, across the global business.

Several employee surveys were also carried out throughout the year 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. Fremantle is committed to using the lessons learned from 2020, to help shape the future of the workplace and the workforce of the future. The company has introduced ‘personalised working’, a progressive approach to flexible working.

Continuing into 2021, Fremantle remains totally committed to working within COVID-19 restrictions; it is, however, looking forward with positivity and intends to use the experiences of 2020 to investigate and adopt new future working patterns to benefit both the business and employees.

Despite the challenges of COVID-19, Fremantle remained committed to its promise to tackle climate change. The company continued the roll out of Bafta’s albert carbon calculator, which has already been in use on UK productions for ten years, across global production territories. Fremantle has created a task force to ensure the company stays on track to deliver its 2030 net zero targets. In 2021, Fremantle will roll-out the global calculator as standard across all global productions, becoming the first TV company to calculate its carbon footprint on a global scale against internationally recognised standards.

Fremantle also continued its commitment to Diversity, Equity & Inclusion (DE&I) – both behind and in front of the camera. Fremantle hosted global listening sessions and increased its training offering,

continuing to cement inclusivity processes as part of the culture. Fremantle supported and facilitated Employee Resource Groups and encouraged local initiatives set up to improve DE&I with an increased investment in outreach and mentoring programmes. In the UK, Fremantle has partnered with The TV Collective to launch a scheme aimed at mid to senior level professionals from Black, Asian and other minority ethnic backgrounds, to help them into future leadership positions in the industry.

Fremantle also continues its roll out of training on UK productions to raise awareness of diversity and inclusion and how our own attitudes and behaviour can shape and ultimately lead to an inclusive culture. This training will be rolled out more widely in the UK and globally throughout 2021.

Fremantle continued to produce and champion programming that challenged perceptions. *The X Factor Italia* was recognised by Italy's leading news publications as the only large show to spotlight underrepresented communities and provide young people a platform to pursue their dreams, and in the UK *Britain's Got Talent* aired a Black Lives Matter (BLM) inspired performance by dance group Diversity, which recorded thousands of comments and praise across the board for continuing the BLM conversation. Subsequently winning a BAFTA TV Award for their 'Must-See Moment'.

Fremantle invested in programming that educated and informed global audiences, including *Enslaved* with Samuel L. Jackson which is the most comprehensive series on the transatlantic slave trade ever made and *Arctic Drift*, an upcoming documentary which follows a team of world-renowned climate scientists for an entire year, as they undertake vital research in the most hostile and unknown terrain on earth.

Protecting 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. During 2020 Fremantle undertook several secure procurement initiatives in order to safe-guard and secure both the business and suppliers from potential issues. This work to protect Fremantle, its suppliers and customers and other stakeholders continues globally through Fremantle's commitment to secure administrative practices, internal audit and monitoring risk and compliance throughout the business.

As part of their ongoing responsibilities, the Directors undertook a full review of governance procedures and authorities in order to strengthen the accountability and transparency that are principal foundations of the business.

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

Good governance will continue as a major focus and the Directors will look to ensure that there is continued adherence to group policies within the Fremantle UK subsidiaries and that overseas territories companies' meet local legislative requirements and good governance practices through their own policies. This will include the Company's own annual review of policies including the Slavery and Human Trafficking, Health & Safety, Anti-Corruption and Conflicts of Interests policies.