



Introduction

At GROW Radio ("we", "us", or "our"), we recognise the importance of incorporating environmental, social, and governance (ESG) factors into our business strategy, decision-making, and daily operations. This ESG Policy outlines our approach to managing ESG risks and opportunities and demonstrates our commitment to creating long-term value for our stakeholders, including our listeners, employees, suppliers, and the wider community. Our commitment to ESG principles helps ensure that we remain a responsible, sustainable, and ethical organisation.

Scope

This ESG Policy applies to all employees, contributors, and representatives of GROW Radio, as well as our suppliers, contractors, and business partners. We expect everyone associated with our organisation to be aware of and support our ESG commitments.

Our ESG Commitments

- **Environmental Responsibility:** We are committed to minimising our environmental impact and promoting sustainable practices by implementing measures such as energy and water conservation, waste reduction, recycling, and the use of environmentally friendly products and services. We adhere to our Environmental Policy to guide our actions in this area. Additionally, we actively participate in environmental initiatives and encourage our employees to engage in sustainable practices both at work and in their personal lives.
- **Social Responsibility:** We strive to create a positive and inclusive work environment, free from discrimination, harassment, and bullying. We promote diversity, equal opportunity, and employee well-being. We engage with our listeners, guests, and community partners to support social initiatives, promote responsible content, and encourage community involvement. This includes supporting

local charities, educational programs, and cultural events to help build strong relationships within the community.

- **Governance and Ethics:** We maintain high standards of corporate governance, transparency, and accountability in our decision-making and operations. We adhere to our Code of Ethics and Conduct, which outlines our principles and standards for ethical behaviour, and we comply with all applicable laws, regulations, and industry standards. Our governance structure includes clear lines of responsibility and oversight, ensuring that we act with integrity and maintain our stakeholders' trust.
- **Stakeholder Engagement:** We actively engage with our stakeholders, including our listeners, employees, suppliers, and community partners, to understand their needs and expectations, and to inform our ESG strategies and initiatives. We regularly solicit feedback from our stakeholders and incorporate their perspectives into our decision-making processes.
- **ESG Risk Management:** We integrate ESG factors into our risk management processes, including the identification, assessment, and mitigation of ESG-related risks, and the monitoring and reporting of our ESG performance. We conduct regular assessments of our ESG risks and opportunities to ensure that we are well-positioned to adapt to emerging trends and challenges.
- **Continuous Improvement:** We regularly review and update our ESG policies, practices, and targets to ensure their ongoing effectiveness and alignment with our business strategy and stakeholder expectations. We are committed to continuous improvement in our ESG performance and actively seek opportunities to enhance our practices and learn from industry best practices.
- **Reporting and Transparency:** We are committed to providing transparent and accurate information about our ESG performance and progress. We publish regular updates and reports on our ESG initiatives and achievements to keep our stakeholders informed and maintain a high level of accountability.

Responsibilities

- **Management:** Our management team is responsible for ensuring that our organisation complies with this ESG Policy and applicable laws and regulations. They are also responsible for setting and reviewing ESG targets and allocating resources for implementing our ESG initiatives.
- **Employees:** All employees, contributors, and representatives of GROW Radio are responsible for following our ESG policies and practices and contributing to our ESG efforts. They are expected to act in accordance with our ESG principles and seek opportunities to improve our organisation's ESG performance.
- **Suppliers and Contractors:** Our suppliers and contractors are expected to comply with our ESG Policy and support our ESG goals in their operations and services. We encourage our suppliers and contractors to adopt responsible business practices and prioritise environmental and social considerations in their activities.

Changes to This ESG Policy

We may update this ESG Policy from time to time to reflect changes in our practices, industry standards, or legal requirements. When we make changes, we will update the effective date at the top of this document, and we encourage you to review the policy periodically to stay informed about our ESG commitments.

Contact Us

If you have any questions, concerns, or comments about this ESG Policy, please contact us at:

GROW Radio
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Warwick
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England
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We are committed to working with you to resolve any concerns or complaints you may have about our ESG practices. If you are not satisfied with our response, you may have the right to seek legal remedies under applicable laws and regulations.