

Environmental, Social and Corporate Governance

Gifted's commitment to sustainability and the fast-moving environmental and societal challenges associated with this, is something that we review on a regular basis.

We recognise the importance of having a constructive, solution-oriented approach to advancing sustainable, long-term growth in the world in which we live. By engaging with stakeholders – including employees, clients and suppliers – we aim to do our part in improving sustainability, better serving our community, and simultaneously delivering excellent performance for our company.

It begins with leading in those areas where we have the skills and ability to make an impact, be this in a local or national context.

Environmental Responsibility

We understand that the world faces significant environmental challenges and we are committed to doing all that we can to promote a healthy future.

We are also committed to educating our stakeholders and enabling the growth of sustainable companies, which we believe are vital to improving our environment.

As a Company, we take seriously the ambition of reducing our energy consumption and carbon footprint in a practical and cost-effective manner. We do so by promoting environmental sustainability initiatives with our employees, clients and suppliers. From avoiding unnecessary travel, to commissioning print communications that are sustainably sourced, our goal is to meet zero or low-carbon objectives wherever possible.

Social Responsibility

At Gifted, we pride ourselves in the long-standing culture of respect and empathy for our employees and the community at large.

We employ a fair pay practice which ensures that we are competitive with the market for the same or similar jobs, qualifications, and experience.

We believe that diversity and inclusion strategies are the catalyst for success and innovation in the workplace – and that helping to foster different opinions and lived experiences is a valuable and essential part of supporting our business overall.

The well-being of our employees, both physical and financial, is a priority. We believe in the importance of an approach that values such things as emergency back-up for elderly/childcare and flexible work arrangements which help employees to achieve a healthy work-life balance.

Philanthropy is at the heart of our business, and we encourage employees to volunteer their time, talent and resources to worthy causes both close to home and around the globe.

We also work to create partnerships with suppliers who share our commitment to sustainability. Those engaged in providing products and services to Gifted are expected to act in a manner that is consistent with our Code of Business Conduct and Ethics.

Governance Responsibility

Strong governance, ethical business practices and prudent risk management are critical to us achieving both long-term value creation and driving sustainability.

Corporate governance guidelines assist us in the exercise of its responsibilities and in promoting the effective functioning of the Board, whose goal it is to oversee and direct management in building long-term value for the Company's stakeholders.

As we expand our ESG initiative, we will seek ways to evolve and optimise our governance process.