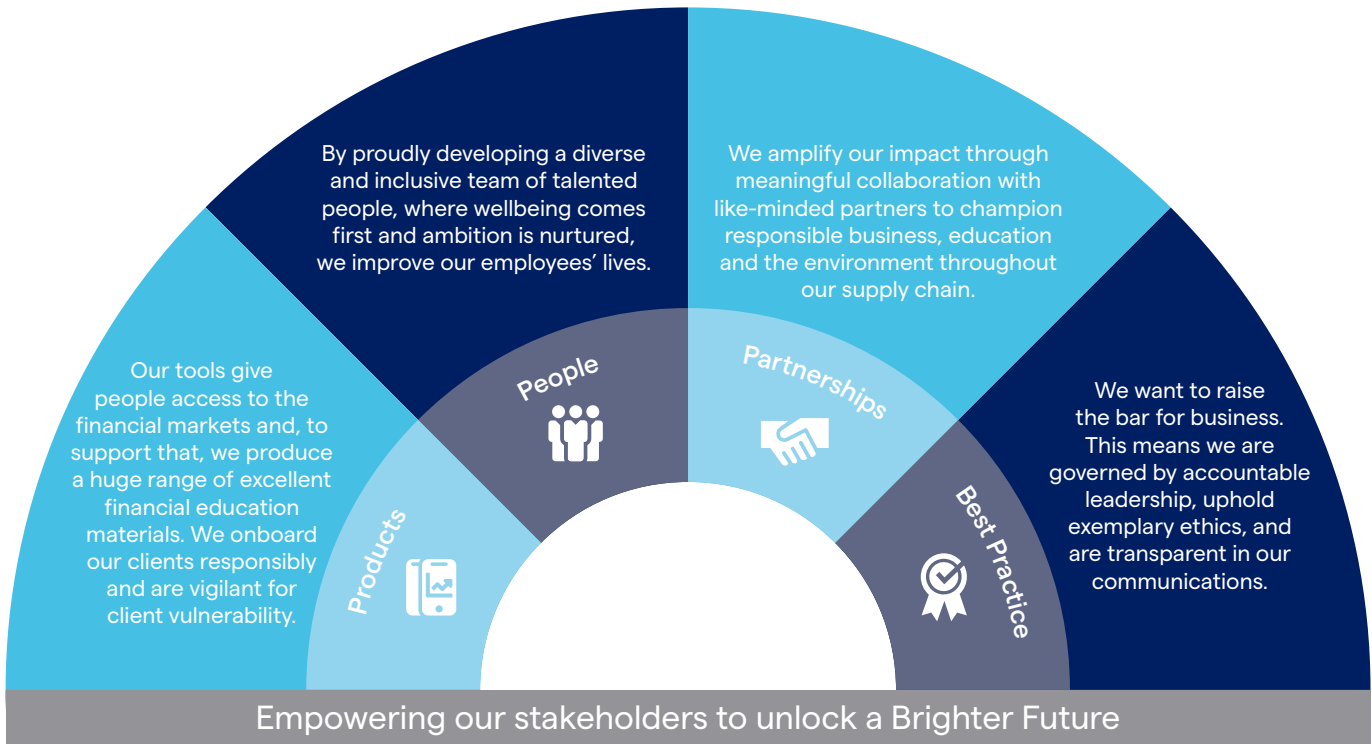


# ESG at a Glance

Powering the pursuit of financial freedom for the ambitious is about making a positive and inclusive contribution to society. FY22 has been a successful year for our ESG ambition. From starting a review of the ESG impacts of our products to committing to the Science Based

Targets initiative, we've taken huge steps to embed our Brighter Future framework across our business. The following section showcases some highlights and signposts where you can find out more.



The Brighter Future framework is at the core of our ESG strategy. Launched in FY21, it identifies the potential key risks posed by our business, and the key benefits that we offer to our clients and communities, and commits to managing these in a responsible and sustainable manner. Twelve priority areas were identified, split across four pillars: Products, People, Partnerships and Best Practice. We've made great progress in each of these areas, and in doing so

have made some really meaningful contributions towards the aims of the UN Sustainable Development Goals.

We are proud to have our progress recognised with a number of ESG awards and ratings, and to be active members of several important communities. We are particularly pleased to have become a constituent of the FTSE4Good Index.

### Young people benefiting from our Brighter Future initiatives globally

**94,751**

### Scope 1-3 greenhouse gas emissions per employee (TCO<sub>2</sub>e)

**10.56**






# ESG Report

→ FIND OUT MORE AT  
[IGGROUP.COM/OUR-COMMITMENT-SUSTAINABILITY](https://www.igggroup.com/our-commitment-sustainability)

## UN Sustainable Development Goals<sup>1</sup>

We want to make it easy for stakeholders to understand how we demonstrate our commitment to responsible and sustainable business, and to see how these activities

interact with and complement activities pursued by wider society. This is why we have aligned our ESG strategy with the following seven UN Sustainable Development Goals:

UN SDG	Key achievements in FY22	References
 <p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	<ul style="list-style-type: none"> <li>→ Removed barriers to accessing IG Academy, with this financial content now being available to all</li> <li>→ Created an internal 'Learning Hub' to help employees curate learning journeys tailored to their needs</li> <li>→ Money and time donated to charities promoting equal access to quality education, such as Teach the Nation in South Africa, Teach for America and Teach for Australia</li> </ul>	→ Pages 29, 30 and 32 of the Annual Report
 <p>Achieve gender equality and empower all women and girls</p>	<ul style="list-style-type: none"> <li>→ Made key changes to our recruitment processes to make them more inclusive</li> <li>→ Launched the DailyFX Women in Finance Hub, offering content designed to help women become more informed, engaged and educated traders</li> <li>→ Facilitated community outreach events focused on supporting and inspiring young women in collaboration with UK strategic charity partner Teach First</li> <li>→ Improved confidence and leadership skills of young women and girls through our Chance to Shine Partnership</li> </ul>	→ Pages 24 and 30 of the Annual Report
 <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all</p>	<ul style="list-style-type: none"> <li>→ Employed 2,507 people globally (as at 31 May 2022)</li> <li>→ London Living Wage employer in the UK, and looking to ensure this is replicated for all employees across the globe, using appropriate local benchmarks</li> <li>→ Participated in community outreach events focused on improving employability prospects of young people from underrepresented communities. For example, in Chicago we hosted an intern through the Greenwood Project and we collaborated with partner Teach For Poland to help Ukrainian refugees with teaching qualifications to receive training and find employment</li> </ul>	→ Page 33 of the Annual Report
 <p>Reduce inequality within and among countries</p>	<ul style="list-style-type: none"> <li>→ Pledged 1% of prior financial year's post-tax profits to charitable causes each year from 2022 to 2025, subject to board approval, and a significant portion of this will focus on the theme of empowerment through education, including projects in developing nations such as India and South Africa</li> <li>→ This year we paid £131.3 million (2021: £119.0 million) to tax authorities globally and £97.4 million in corporate income taxes (2021: £83.0 million)</li> <li>→ Gifted a total of 67 laptops to refugees and partner schools from the Teach For All network</li> </ul>	→ Financial Statements for FY22
 <p>Ensure sustainable consumption and production patterns</p>	<ul style="list-style-type: none"> <li>→ Maintained a C grade with the Carbon Disclosure Project</li> <li>→ Taken steps to further embed environmental considerations in our procurement activities, engaging an environmental consultant to help us develop a suite of new procurement standards</li> </ul>	→ Pages 32 and 33 of the Annual Report
 <p>Take urgent action to combat climate change and its impacts</p>	<ul style="list-style-type: none"> <li>→ Formally began our journey with the Science Based Targets initiative, with a commitment to producing a pathway to net zero by the end of summer 2024</li> <li>→ Offset our scope 1, 2 and upstream scope 3 carbon emissions for the third year running and maintained lifetime carbon neutral status</li> <li>→ Further embedded climate-related risks and opportunities into our Risk Management Framework, in line with the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD)</li> </ul>	→ Pages 32, 33 and 34 of the Annual Report
 <p>Strengthen the means of implementation and revitalise the global partnership for sustainable development</p>	<ul style="list-style-type: none"> <li>→ Became a member of the Business For Societal Impact<sup>2</sup> network to collaborate with peers and to benchmark our community outreach activities</li> <li>→ Made donations to 45 different charities spread across 14 different countries</li> <li>→ In the UK, we participated in a cross-sector collaboration looking at improving female representation in the STEM<sup>3</sup> subjects. Co-collaborators included the UK Shadow Minister for Digital Science and Technology, the Institute of Physics, the Royal Society of Chemists and the Education Policy Institute</li> </ul>	→ Page 32 of the Annual Report

1 The Sustainable Development Goals are a collection of 17 interlinked global goals designed to ensure a more sustainable and just future. They were created in 2015 by the United Nations General Assembly and are intended to be achieved by 2030.

2 Business For Societal Impact (B4SI) is a global standard for measuring and managing a company's investment for social impact.

3 Science, Technology, Engineering and Maths.

## ESG Report continued

### Non-financial information statement

Section 414CA of the CA2006 requires the Company to include within its Strategic Report a non-financial information statement setting out such information as is required by Section 414CB of the CA2006. The table below and the information it refers to are intended to help stakeholders understand IG's position on key non-financial matters.

Reporting requirement	Policies governing our approach	Find out more
Environmental matters	ESG Policy	ESG Report, pages 32 to 35
Employees	Equality, Diversity and Inclusion Policy (includes Anti-Discrimination and Harassment Policy) Recruitment Policy Absence Management Policy Annual Leave Policy Parental Leave Policy Group Whistleblowing Policy Transitioning at Work Policy IG Health and Safety Policy	ESG Report, pages 30 to 31
Social, community matters	Equality, Diversity and Inclusion Policy ESG Policy/Approach Document	ESG Report, page 30
Human rights issues	Statement on Slavery and Human Trafficking (Modern Slavery) Vendor Management Policy	ESG Report, pages 33 and 35
Anti-bribery and corruption	IG Group Anti-Bribery Policy IG Group Gifts and Hospitality Policy IG Share Dealing Code IG Personal Account Dealing Policy Group Market Abuse Policy Group Conflicts of Interest Policy PEPs and Sanctions Policy Client Risk Categorisation Policy Group Whistleblowing Policy Group Global Anti-Money Laundering (AML) (including Counter Terrorist Financing)	ESG Report, page 35
Description of principal risks and impact on business activity		Key Trends Likely to Affect Our Business, pages 12-13, Risk Management, pages 46-53
Description of business model		Business Model, pages 14-15
Non-financial key performance indicators		KPIs, page 16

## Products



### Pillar 1

We offer a wide range of products. The first pillar of our Brighter Future framework is about how we manage the impact that these products can have on our clients and communities.

### Stakeholders

- Our clients
- Our communities



# 1,063,480

total number of IG Academy users in FY22

This year we began a project to apply an ESG lens to the products we offer, to assess their societal and environmental impacts on different stakeholder groups. This is being carried out by our internal analysts, and we are using ESG rating data where available and applicable. This project will continue over the course of next year.

### Financial education

We are proud to provide excellent educational content. This is intrinsic to our purpose and an expression of our values to champion the client, learn fast together and raise the bar.

We exist for every ambitious person. This means we are focused on inclusivity – both in terms of the accessibility of our content and the suitability of our content to different audiences. As an example of accessibility, anyone can now reach the resources on IG Academy without the need for an IG demo account. As an example of suitability, in October 2021 we launched the DailyFX Women In Finance Hub. Women represent nearly 30% of DailyFX's audience and the hub offers them ways to build and refine their skills through inspiring video stories, interviews with market movers and shakers, Q&As with female clients, and how-to content to help women become more informed, engaged and educated traders.

### Onboarding and safeguards

Our products give our clients access to opportunities in financial markets. However, we are conscious of the impact that unaffordable losses can have and we have identified this as one of the most material of our ESG risks. We take a number of measures to make sure our products are appropriate for those using them. These steps range from responsible marketing and onboarding, through to monitoring for behaviour that could be indicative of vulnerability.

We set ourselves very high standards in this area. Not only do all of our systems meet the requirements set by the Financial Conduct Authority (FCA) and other international regulators, but we think beyond these obligations and ensure that we exemplify all three of our values.

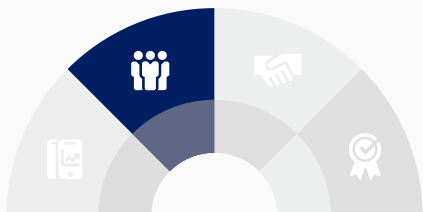
### Data security

Our clients trust us with data and, in some cases, with their funds. We take this responsibility seriously and have state-of-the-art systems in place to ensure that these are protected. We continue to manage and maintain an Information Security Strategy and supporting framework with a focus on keeping our client data and funds secure, as well as the services we provide to our clients. As we operate within various global geographical jurisdictions, we also seek to maintain the highest levels of information security compliance with applicable regulations.

→ FIND OUT MORE AT  
[IGGROUP.COM/OUR-COMMITMENT-SUSTAINABILITY](https://www.iggroup.com/our-commitment-sustainability)

ESG Report continued

People



**Pillar 2**

Nurturing talented, dedicated people enables us to deliver the products and services that keep us at the forefront of our industry. The second pillar of our Brighter Future framework focuses on how we manage our responsibilities as an employer.

**Stakeholders**

- Our people
- Our communities



**82%**

of our workforce would recommend us as a great place to work (FY21: 80%)

**Equality, diversity and inclusion**

Our aim is to ensure that our Company is a safe, welcoming environment where everyone can be themselves and grow to their full potential. This year we have maintained our focus on gender diversity and have increased the percentage of female employees by 1%; from 33% to 34%. This represents progress towards our target of 35% but clearly there is still more to be done.

A key focus for this year’s diversity agenda was inclusive recruitment, following our analysis of underrepresentation and how it may arise. Our technology department has been piloting initiatives to reduce potential bias in our recruitment processes, such as setting a target for all roles to have a minimum of 25% female representation on the shortlist based on merit, and that all interview panels are gender-balanced where possible. These changes contributed to improvement in the diversity of the talent pipeline across all grades, as well as an improved ratio between female leavers and joiners. These pilot initiatives have been supplemented by our engagement in specialist recruitment events, such as the Women of the Silicon Roundabout, and we have partnered with specialised recruitment agencies such as TargetJobs to reach the widest talent pool available. We have a goal of a 50/50 gender-balanced graduate cohort in FY23.

This year we have also taken significant steps to raise awareness of Equality, Diversity and Inclusion (EDI) issues among our employees. For example, our technology department invited external speakers to a series of monthly talks as part of a ‘Belonging’ series. Also, coinciding with International Women’s Day, our global women’s employee network, Inspire, organised a full week of educational panel sessions and networking events.

In addition to progressing our gender diversity agenda and raising awareness among our employees, we continue to consider other elements of EDI, such as ethnic diversity and disabilities. A good example of this is that we have been undertaking a review of our trading products to identify potential barriers to access that we’d not previously considered. This project was undertaken in collaboration with accessibility

experts Nomensa and produced a number of recommendations that we will look to implement over the next 12 months.

**Talent development**

We strive to attract people with the right skills, experience and behaviours, and to retain these people and help them continue their journey of development. In FY22 we improved our Employee Value Proposition to ensure it better reflects our warm, vibrant and dynamic culture, and supports our purpose and values. The new design, narrative and tone of voice was then used to reshape our recruitment materials and used in external campaigns targeting our key talent groups.

In relation to retention, we have made a number of significant improvements to our employee learning and development offering. This has centred around the launch of a new Learning and Development (L&D) Hub, bringing all learning resources into one place. We have also created a Skills Share forum where employees deliver talks about their area of expertise. These talks regularly attract over 400 employees and exemplify our value to learn fast together.

We continue to curate a range of learning resources and give access to learning platforms and courses such as LinkedIn Learning, Coursera, O’Reilly and Gartner. We also completed an exciting pilot programme for new managers, and will be rolling this out globally in FY23.

**Wellbeing**

This year has been another challenging year from a wellbeing perspective. Our employees have continued to navigate the challenges posed by the Covid-19 pandemic, the emerging cost of living crisis and, for many colleagues in our Krakow office, impacts of the conflict in Ukraine.

Listening to our people is paramount to a successful wellbeing strategy. In recognition of the increases to living costs and after the issue being discussed at our global People Forum, we brought forward our annual inflationary-linked pay review. 50.4% of our staff received immediate pay rises, four months ahead of the scheduled



review. Additionally, our Board, Executive Directors and the wider Executive Committee decided to forego their pay rises or take materially reduced rises this year. The money saved was used to create a pool of money to increase the salaries of employees feeling the biggest impact of the cost of living.

In addition, on the theme of listening, we ran our annual engagement survey in January 2022. The results enabled us to compare our performance on 21

metrics against peers in the Financial Services sector and we were pleased to find ourselves above the benchmark across 18 of these metrics.

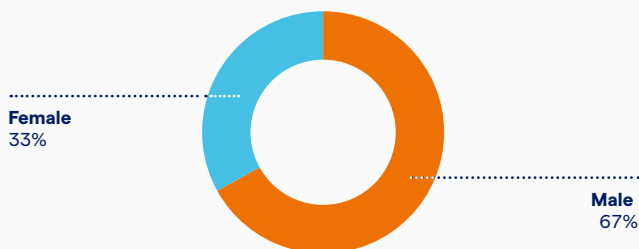
We were delighted to maintain our status as a Top Employer in the UK for 2022. We have gone on to receive the Great Place to Work certification in Poland and India – demonstrating the truly global commitment to HR excellence.<sup>1</sup>

<sup>1</sup> These are awarded by the Top Employers Institute and Great Place to Work, respectively, both recognised authorities on excellence in people practices. These awards are based on HR-related surveys, looking at people practices across key HR themes.

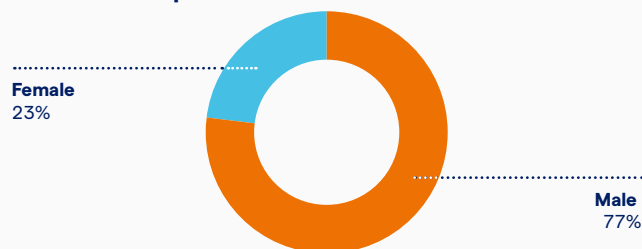
## Gender breakdown across our workforce

Male Female

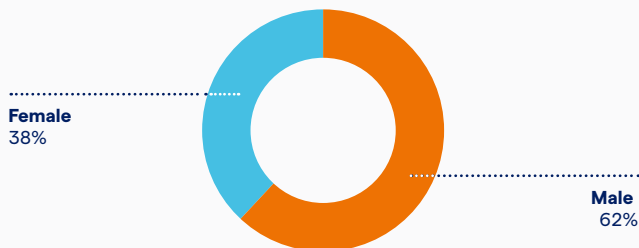
### Board



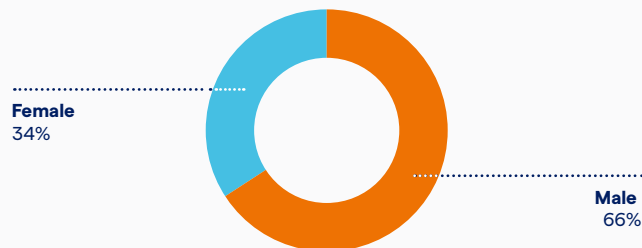
### Senior leadership team



### Executive Committee



### Total



ESG Report continued

## Partnerships



### Pillar 3

We amplify our ESG impact through collaboration with like-minded partners. The third pillar of our Brighter Future framework focuses on how collaboration helps us address challenges around educational equality, the environment and the principles of responsible business.

### Stakeholders

- Our people
- Our communities
- Our suppliers



# 94,751

young lives positively impacted through Brighter Future Fund initiatives

(FY21: 22,284, FY20: 3,819)

### Educational equality

We firmly believe that a good quality education is the key to realising ambition and to unlocking potential. Therefore, as an expression of our purpose, we've continued to focus much of our community outreach work on removing barriers that are restricting access to education in our communities.

In FY22 we have continued to work closely with Teach For All and a number of their network partners. Our support for these partners, such as Teach For Poland, Teach For India and Teach For Australia, has helped them continue to find excellent teachers and place them into the schools and communities where they are needed the most. As well as supporting these organisations financially, colleagues have used our volunteering days to provide support to trainee teachers and directly to their student. For example, a group of colleagues have been helping students in the UK and South Africa as they work on job applications.

We had a target of positively impacting the lives of 100,000 young people by 2025. After extraordinary commitment from our passionate colleagues and charity partners, we are proud to have achieved this target several years early. During FY23 we will develop new ambitious targets for the outcomes and impact of our Brighter Future Fund.

Another significant focus for our community outreach work this year was offering support to those impacted by the terrible events unfolding in the Ukraine. For example, colleagues in Poland had their volunteering leave entitlement increased from two to five days, to help Ukrainian refugees as they escaped across the border to Krakow and beyond. We set up a charitable giving page in favour of Polska Akcja Humanitarna and double-matched all funds raised on this page – using money from our Brighter Future Fund to triple the total. More information on this and our other community outreach work can be found on our website.

### Environment

For the third year running, we have achieved carbon-neutral status, offsetting our scope 1, 2 and 3 emissions. Our other top priority has been to continue developing a strategy to reduce our relative emissions. Last year we set ourselves the goal of committing to the Science Based Targets initiative<sup>1</sup> by the end of FY22. We achieved this goal, and now have 24 months to define our pathway to net zero. We have also continued to look for improvements to our environmental reporting. For example, we are transitioning to a new process of collecting emissions data on a quarterly basis rather than an annual basis. We were also pleased to retain our C grade with the Carbon Disclosure Project.

### Streamlined energy and carbon reporting

Our carbon footprint for FY22 has been prepared by an external consultant, Energise, and includes our scope 1, 2 and upstream scope 3 emissions across all Group companies. The data was quantified in line with the GHG Protocol standard and applying the most relevant emissions factors sourced from the Department for Environment, Food and Rural Affairs' 2020 UK Greenhouse Conversion Factors for Company Reporting, and other equivalent data sources for our emissions outside of the UK. Where data is not available, standard estimation methods have been applied to account for these emissions.

In relation to scope 1 and 2 emissions, our total carbon footprint for the year, using a location-based methodology, was 2,682.05 tCO<sub>2</sub>e, or 1.12 tonnes per employee. This is a 22.2% reduction from last year. The reduction is mainly due to the emissions associated with operating our facilities falling to zero for the year. After replacing equipment last year, we did not need to recharge any F-Gas in our data centres which has had a significant impact on our scope 1 emissions.

→ FIND OUT MORE AT [IGGROUP.COM/OUR-COMMITMENT-SUSTAINABILITY](https://www.iggroup.com/our-commitment-sustainability)

GHG protocol scope	Sub-category	Year ended 31 May 2022 tCO <sub>2</sub> e	Year ended 31 May 2021 tCO <sub>2</sub> e
Scope 1	Operation of facilities	0.00	437.18
Scope 1	Combustion	287.86	168.36
<b>Scope 1</b>		<b>287.86</b>	605.54
Scope 2	Purchased energy	2,394.18	2,320.83
<b>Scope 2</b>		<b>2,394.18</b>	2,320.83
<b>Scope 1 and 2 emissions</b>		<b>2,682.05</b>	2,926.37
<b>Employees</b>		<b>2,393.00</b>	2,034.50
<b>Intensity ratio<sup>2</sup></b>	Scope 1 and 2 emissions	<b>1.12</b>	1.44
<b>Relevant change</b>		<b>-22.1%</b>	
<b>Global energy use</b>		<b>10,272,137 kWh</b>	8,635,343 kWh
<b>UK energy use</b>		<b>7,888,644 kWh</b>	7,211,827 kWh
<b>Overseas energy use</b>		<b>2,383,493 kWh</b>	1,423,516 kWh
Scope 3	Business travel	83.51	15.36
	Employee commuting	297.28	1.51
	Fuel and energy-related activities	860.33	566.31
	Purchased goods and services	20,297.48	17,892.12
	Waste generated in operations	116.50	57.34
	Homeworking	931.89	704.72
<b>Scope 3</b>		<b>22,586.98</b>	19,237.36
<b>Grand total</b>	All three scopes (including homeworking)	<b>25,269.03</b>	22,163.73
<b>Employees</b>		<b>2,393.00</b>	2,034.50
<b>Performance indicator</b>	All three scopes (including homeworking)	<b>10.56</b>	10.89
<b>Relevant change</b>		<b>-3.07%</b>	

There have been some significant changes compared to last year, most notably the acquisition of tastytrade, which increased our scope 2 and 3 emissions. As some of our offices started to reopen after the pandemic, we have also seen increases in our business travel and employee commuting. However, our employee headcount has also increased and therefore when viewed on a relative basis, our emissions per employee have reduced by -3.07%, exceeding our target of a -2.5% relative reduction. We are actively managing our energy efficiency. For example, we are working on a set of new procurement standards across the business in key areas which will help us define our pathway to net zero. We are committed to completing this work by 2024. In the meantime, we continue to offset all scope 1, 2 and upstream scope 3 carbon emissions

and are carbon neutral in line with PAS2060. All offsets are verified by either the Gold Standard or UN Clean Development Mechanism.

### Suppliers

We have continued to embed the principles of responsible and sustainable business in our procurement processes and in our collaboration with existing suppliers. For example, we published a new Vendor Code of Conduct, setting out what suppliers can expect when working with us and setting out our expectations for suppliers. Furthermore, in FY22 we completed a review of our facilities contractors and increased pay where necessary to ensure we are fully compliant with the London Living Wage recommendations. We are now a signed-up member of the Living Wage community and will ensure we align with their recommendations in the future.

We are also looking for equivalent standards to adopt in all of the countries in which we have employees or, in lieu of such standards, will look to develop our own.

- 1 The Science Based Targets initiative (SBTi) is a partnership between Carbon Disclosure Project (CDP), the United Nations Global Compact, World Resources Institute and the World Wide Fund for Nature. They drive ambitious climate action in the private sector by enabling organisations to set science-based emissions reduction targets.
- 2 As an intensity ratio we monitor our emissions per employee.



## ESG Report continued

## Task Force on Climate-related Financial Disclosures

In accordance with the TCFD recommendations, all material and significant climate-related information can be found in this Annual Report, as signposted in the table below. We have chosen to supplement these

disclosures with extra information on our website.

We believe that these disclosures are fully consistent with the task force's recommendations. We do not yet measure or report downstream scope 3

emissions associated with the use of our products but note that doing so is optional under the Greenhouse Gas Protocols (GHG). In any case, we are working to better understand these emissions but do not anticipate that they will be significant.

Summary of disclosure

References to Annual Report

**Governance**

The Board approves environmental strategy and targets and has responsibility for budgets and funding. Climate-related risks and opportunities are integrated into the Group's Risk Management Framework and the Board has overall accountability for the management of risk. Some of these risk governance responsibilities are delegated to Board Committees.

→ See Chair's Introduction to Corporate Governance statement, page 58

Board and management responsibilities in relation to climate-related risks and opportunities are set out in our ESG governance table and in our Corporate Governance Statement. Furthermore, the management of climate-related risks and opportunities is incorporated into the environmental impact non-financial metric in our bonus and sustained performance plan remuneration structures.

→ See pages 35, 93

We first introduced a carbon-literacy training programme in FY21. In FY22 this was improved and updated and sessions were run for the Board and our Executive Committee. This training will be updated and delivered on an annual basis.

**Strategy**

Over the course of FY22, our understanding of the climate-related risks and opportunities affecting our business has improved, enabling us to develop an environmental strategy. The aim of this strategy is to have a clearly defined pathway to net zero in place by 2024. Progress towards defining our pathway is improving our financial resilience in the face of the changing climate. Key achievements include:

- Formal commitment to the Science Based Target Initiative
- Starting to develop environmental procurement standards for key business areas including operations, buildings, travel and other services
- Carbon literacy training for the Board and Executive Committee
- Maintaining carbon-neutral status in line with PAS 2060 (offsetting our scope 1 and 2 emissions and upstream scope 3 emissions)

→ See Risk Management section, pages 46-53

**Risk management**

In order to fully understand the climate-related risks and opportunities applicable to our business, we engaged a consultant to help us produce a detailed climate-related risks and opportunities register. This exercise was then repeated in the second half of FY22 and will be repeated on a bi-annual basis going forward. A summary of the risks identified can be found on our Group website. It has been concluded that, for now, neither these risks nor opportunities are material.

→ See Risk Management section, pages 46-53  
→ <https://www.iggroup.com/our-commitment-sustainability/our-environment>

We identify climate-related risks, opportunities and materiality based on the We Mean Business risk taxonomy and TCFD guidance. We group climate-related risks into two categories: physical risks which relate to the physical impacts of climate change, and transition risks, which relate to the transition to a low-carbon economy. They are analysed in relation to three possible climate-related scenarios:

(1) a smooth transition to <2°C, (2) a disruptive transition to <2°C, and (3) no acceleration of action (>3°C), and considered in relation to the short, medium and long term.

**Metrics and targets**

We assess climate-related risks and opportunities by looking at absolute and intensity-based energy and (GHG) emission metrics, using 'CO<sub>2</sub> per employee' as our intensity metric. These are set out in our Streamlined Energy and Carbon Report. We have been reporting scope 1 and 2 emissions since FY13 and first reported upstream scope 3 emissions in FY20. We do not yet measure or report downstream scope 3 emissions but hope to include these emissions in our reporting when we have our pathway to net zero defined – aiming for 2024. We do not anticipate that these emissions will be significant.

→ See pages 32 and 33

In May 2022 we made a formal commitment to the SBTi, and are working hard to develop an ambitious science-based target. Pending this target, we aim to reduce our year-on-year carbon emissions by 2.5%.

# Best Practice



## Pillar 4

The fourth pillar of our Brighter Future framework is concerned with setting high standards of business ethics, accountability and transparency, and ensuring that our policies and governance structures help meet these standards.

### Stakeholders

- Our shareholders
- Our regulators
- Our people
- Our clients
- Our communities



# 43.3%

ESG factors contribute to 43.3% of Sustained Performance Plan non-financial metrics

## Business ethics

We maintain high standards of ethics across all elements of our business. We conduct our business in an ethical manner, protecting principles of human rights in all of our operations. For more information about how the principles of ethical business are embedded into our governance, please refer to our ESG Policy on our website.

As a UK-incorporated Company, we abide by the UK Bribery Act 2010 and we have a Share Dealing Code, a Disclosure Committee and associated policies to ensure that we meet the requirements of market abuse regulations. Furthermore, we have global policies to comply with anti-bribery and anti-corruption laws, which include employees wishing to give or receive gifts or hospitality. We do not make or endorse facilitation payments. Every year all employees receive mandatory anti-bribery and corruption training, and market abuse training, through an e-learning module which includes a knowledge assessment.

We make charitable donations that are legal and ethical under local laws and practices, but we don't make contributions to political parties.

## Accountable leadership

In FY22 we focused on three elements of accountable leadership. Firstly, we maintained a diverse leadership team in terms of ethnic and gender diversity. Secondly, we worked hard to ensure our leadership team have access to the learning opportunities they need. For example, we offered carbon literacy training to the Board and Executive Committee for the second year running. Thirdly, we continued to ensure the leadership team is incentivised to deliver on our commitment to sustainable and responsible business. For more details about how ESG is integrated into the sustained performance plan and the bonus, see page 93.

## Open and transparent

Operating in an open and transparent manner remains a top priority. Last year we published our ESG Policy and created an ESG reporting map to demonstrate how we approach responsible and sustainable business. We've updated the reporting map for FY22 and will keep the policy up to date.

Our tax strategy is published on our website. This year we paid £131.3 million (2021: £119.0 million) to tax authorities globally. As was the case last year, we did not accept any government support in relation to the Covid-19 pandemic. We paid £97.4 million in corporate income taxes (2021: £83.0 million). More details on our taxes paid and on our effective tax rate for FY22 can be found in the Financial Statements.

## ESG governance

<b>Oversight</b>	IG Group Board of Directors		
	ESG Committee Chair: Sally-Ann Hibberd		
<b>Responsible</b>	Board Committees as appropriate		
	IG Group Executive Committee Sponsor: Jon Noble		
<b>Delivery</b>	Executive Committee ESG working group		
	Group Head of ESG		
	ESG Officer		
	Brighter Future Champions	Enterprise Leadership Group	IG Employee Networks