



CLEAR CHANNEL UK LIMITED

SUSTAINABLE PROCUREMENT POLICY

33 Golden Square
London
W1F 9JT

Tel: 020 7478 2200

As a responsible media owner, we put community and environment at the heart of everything we do. For Clear Channel, Community is everyone we interact with as a business - from those that live and work in the towns and cities where we operate, to our customers, landlords, local authorities and suppliers. The Environment is the local areas where our sites can be found and the wider world that is impacted by our business activities.

With thousands of physical structures up and down the UK – from our national Adshel network, to digital screens in supermarkets and malls, to our beautiful large format Storm screens – accountability and sustainability have always been integral to our business. We are committed to working with the highest level of ethics, integrity and responsibility towards all our stakeholders. This document outlines our values, business principles and processes to ensure we maintain the highest standards in sustainable procurement.

Our Values and culture

We're proud to be part of our wider family - Clear Channel International. We all share the same set of values which form

Freedom

- Express local culture
- Embrace the entrepreneurial spirit
- Be part of a company of companies
- Create a local story

Fulfilling Promises

- Integrity plus
- Trustworthy, reliable
- Results driven

Flexibility

- Co-creation approach
- Bespoke, customised
- Value generating partnerships

Forward-Thinking

- Insight-driven
- Thought leadership
- Challenge convention

Fast

- Transparency of information enabling quick decisions
- First in innovation and creativity
- Collaborative and trusted relationships enabling agility

Fairness

- Respect and embrace the uniqueness of all of our employees
- Work together to create an inclusive environment where employees can bring their true self to work
- Strive to reflect and support the ever changing face of the audiences we reach every day
- Proud of behaving ethically as a company, an employer and a business partner

At Clear Channel we are proud of our positive, dynamic, inclusive culture that underpins everything we do.

- **Fairness** – We are committed to providing a supportive and inclusive workplace, promoting diversity and eliminating discrimination. We value diversity and inclusion at Clear Channel. We believe the more diverse and inclusive we are as a business, the better it is for our people and our customers. Diversity includes, and goes beyond, where people come from, their beliefs or what they look like, it also includes valuing people who think differently. The culture at Clear Channel aims to be one where everyone is valued as an individual and one that embraces the differences of our people. An inclusive place to work is one that values everyone and every view. Clear Channel aims to have a workplace that brings together the best ideas and expertise, one that encourages everyone to be involved and contribute, and one that values all contributions. We want to provide equal opportunities for everyone to work and succeed, which means we are committed to being fair in how we recruit, pay, review and promote our people.
- **Anti-corruption** – Clear Channel is committed to honesty and integrity in how we do business. It is our policy to comply with all US, UK and relevant local laws which may apply to our business and the business anywhere in the world in the context of bribery and corruption. None of our employees, officers or representatives may directly or indirectly engage in corruption anywhere in the world.

Sourcing

We require all kinds of goods and services to run our business, from construction services for the building of new sites to the software used to deliver adverts to our digital network. All sourcing activity is undertaken with the following principles at the core of everything we do:

- **Fairness** – All sourcing exercises will be conducted in a fair and transparent manner. Competition will be applied where appropriate and suppliers evaluated in a structured and logical way. We also look to only work with business that apply our equality and diversity principles.
- **Responsibly** – With each purchase we make we will give significant consideration to how those around us are affected by what we do. We also look to favour options that have a positive impact on the environment.
- **Sustainable** – Every purchase will be made with impact on the environment being a key decision influencer. We consider the whole life impact of products we buy and will seek renewable or recycled resources wherever possible and act to minimise carbon output (our electricity is from 100% renewable sources). We will keep water usage to a minimum.
- **Values** – We endeavour to work with suppliers and partners who share our corporate values and follow this through to their supply chains.
- **Waste** – We will avoid waste wherever we can, which includes looking at the whole life cycle of our products, not just initial manufacture and installation. We apply the waste hierarchy for all our waste and try to avoid single use materials if we can and favour recyclable materials. Currently 99.8% of our waste is diverted from landfill.

In addition to our core principles, Clear Channel maintains compliance with these standards/practices:

- **Environmental Management System** – We have implemented an Environmental Management System, with all Clear Channel UK's offices and depots accredited to ISO14001. Our EMS gives us a framework to understand our impacts and drive improvements through setting ambitious targets every year. We actively seek to work with organisations who share this approach to environmental management too.
- **GDPR** – The General Data Protection Regulations are a vital part of protecting the privacy of our customers and the community. Clear Channel aims to only work with suppliers and partners that to abide by GDPR regulations and push this down through their supply chains.
- **Health & Safety** – All staff and customers are subject to robust rules protecting their health, safety and well-being whilst in our care. All new staff receive an induction which includes Health & Safety awareness training.
- **Modern Slavery Act** – Clear Channel abides by the Modern Slavery Act and publishes a Slavery and human trafficking statement annually.
 - **Forced labour:** Forced labour refers to situations in which persons are coerced to work through the use of violence or intimidation, or by more subtle means such as accumulated debt, retention of identity papers or threats of denunciation to immigration authorities. Clear Channel will not knowingly work with organisations or supply chains that use forced labour.
 - **Child labour:** Child labour refers to the employment of children in any work that deprives children of their childhood, interferes with their ability to attend regular school, and that is mentally, physically, socially or morally dangerous and harmful. Clear Channel will not knowingly work with organisations or supply chains that use child labour.
 - **Freedom of association and collective bargaining:** The freedom of workers to associate and bargain collectively are fundamental rights. Clear Channel endeavours to only work with suppliers and partners that allow such rights to its workers.

Contract, Supplier and Supply Chain Management

Clear Channel works with a variety of partners and suppliers to deliver a great service to our customers. We actively manage our primary suppliers to maintain productive relationships and ensure we continue to receive value for money. We work with our partners to ensure that they and their supply chains comply with our core values and standards/practices outlined above.

What does this mean in practice for our Procurement team?

There are a variety of activities undertaken by the Procurement team which are either regularly completed as independent tasks, embedded in standard practices (i.e. tendering procedures) or one-off projects to drive ethical and sustainable behaviours. Although not an exhaustive list, examples of these activities are given below.

- **Sourcing** – Standard questionnaire in all supply tenders to understand and assess the approach and attitude of potential vendors to ethical and sustainable procurement, including topics such as equality and diversity, waste management and sourcing goods or components from sustainable, renewable sources. Each contract award proposal includes a statement dedicated to sustainability with considerations and controls.
- **Supplier management** - Regular reviews with our key suppliers and partners to ensure they, and their supply chains, continue to minimise waste and energy use at every opportunity and that goods are manufactured from sustainable and renewable sources.
- **Reporting** – The Procurement team reports to the Clear Channel Operations Board on a monthly basis to demonstrate compliance with this policy.
- **Auditing** – Clear Channel operates an audit programme where we risk assess our supply base annually and perform onsite assessments with suppliers and markets deemed to be of high risk.

Examples of best practice activities that we undertake:

- **Single use plastics** – We look to remove single use plastics from our normal business activities by retrospectively checking existing suppliers and questioning future suppliers when tendering for new products and services.
- **Lighting** – We are transitioning to low energy LED lighting across all existing assets and buildings. All new assets are fitted with low energy lighting as standard.
- **Timber** – Clear Channel is reviewing how we can ensure all timber or timber related products (e.g. paper) are from accredited sustainable sources, such as the Forestry Stewardship Council (FSC) or the Programme for the Endorsement of Forest Certification (PEFC). Our aim is to ensure that these standards are pushed down the supply chain so that this standard is applied across all timber containing or derived products.

Any questions?

At Clear Channel UK we strive to be a responsible media owner and we are proud of our ethical and sustainable approach to business. We are constantly looking for new and innovative ways to support local communities and have a positive impact on the environment. If you would like to know more or have any questions about Clear Channel UK's Ethical and Sustainable Procurement policy, please email us:
ccukprocurement@clearchannel.co.uk

This document is reviewed annually. Next review is due June 2019.