



# Sustainability & ESG report

2025



# introduction

At NEP we believe that taking care of our people, our business and our planet is integral to how we operate and how we live – and to our success. We recognize that having a thoughtful and comprehensive Environmental, Social and Governance (“ESG”) strategy is the foundation of being a sustainable business.

NEP is proud to publish this [Sustainability & ESG Report](#) to highlight the initiatives we’ve taken across our global business. We are excited to be a part of creating a more sustainable and inclusive society and are making bold plans for the future.



# significant progress

🌿 We formed a [global network of ESG Champions](#) and experts who are working together to drive ESG initiatives across NEP. You can read about some of the substantial and specific initiatives we are already undertaking across the world in the rest of this report. These are not aspirational; they are real actions underway representing real progress.

🌿 We are committed to [designing our ESG strategy based on genuine evidence](#) and to meet the highest standards.

🌿 In 2024 we completed a comprehensive, methodical review of our global business across all ESG topics. We conducted our [first-ever Double Materiality Assessment](#) following the European Union’s Corporate Sustainability Reporting Directive and assurance best practices.

This has enabled us to assess and score impacts, risks and opportunities to identify the areas where NEP can have the greatest positive impact.

# just the start

We will continue our sustainability journey with ongoing reporting that is:

🌿 [Evidence Based](#) – We will gather comprehensive assurance grade data globally each year. This will include global carbon emissions.

🌿 [Global](#) - Using our global and evidence-based Double Materiality Assessment we will complete a comprehensive Gap Analysis. From this, we will launch a series of global initiatives to ensure we are making a genuine difference in the most impactful ESG areas.

🌿 [Ambitious](#) – We will use our carbon emissions evidence to set bold and ambitious environmental targets on how we can have more of a positive impact on the environment.

🌿 [Transparent](#) - We will set out our progress, supported by comprehensive ESG data and evidence, in future Sustainability & ESG Reports.





## environment

At NEP environmental responsibility is integral to how we operate and how we live.

Our mission is to **contribute to the move towards a more sustainable society**, which coming generations and our planet deserve. Minimizing our environmental impact, using our resources wisely, meeting all applicable environmental regulatory requirements, and continually working to improve our programs are all part of this mission.



## social

NEP is committed to providing a great place to work in which people are treated with dignity, decency, fairness and respect. We have already built a solid foundation on which we can grow:

### actions to date

- Formed a **Global Inclusion Council** to guide our global and local efforts, improve our culture and drive change.
- Updated all NEP **policies with an inclusive lens**. Created new policies and **Inclusion & Diversity Principles**.
- Implemented **new recruiting strategies** to widen our talent pool and attract more diverse talent.
- Conducted **“unconscious bias” and inclusive leadership training** for more than 500 executives and managers.
- Launched a **global mentorship program**.
- Internally, **shared stories of our people**, their unique talents and perspectives.
- 2025 Silver sponsor for Rise**, which fosters gender diversity in our industry.

## governance

- NEP has adopted a **Code of Ethics and Business Conduct** to promote honest and ethical conduct between directors, officers, employees, representatives and clients, and to assure compliance with applicable governmental laws, rules and regulations in the countries in which NEP operates. The Code establishes an unwavering standard of compliance with local and international laws for competition, trade and sanctions, corruption, money laundering, insider trading and others country-specific.
- NEP has published **specific policies** covering harassment, retaliation and discrimination, bribery, competition, data privacy, sanctions and money laundering, slavery and child labour, as well as a whistleblowing policy and anonymous reporting hotline.
- All **new joiners receive bribery and competition law training** (repeated every two years). **Compliance health checks** and board-level reviews are conducted annually.
- Each division follows a comprehensive **“Work, Health & Safety” program** across operations and project delivery.

## environment

In the U.S., NEP has taken steps to minimize our environmental impact and improve sustainability across our operations.

### actions to date

- ✔ We have **improved energy efficiency** across our locations with LED lighting fixture upgrades, motion-activated sensors and the installation of EV chargers.
- ✔ We are committed to disposing of waste responsibly through our **recycling program** for paper and plastic products, aluminium cans, cardboard, and electronic waste, as well as reducing single-use plastic consumables in our offices and encouraging reuse through rapid water bottle fillers.
- ✔ Our **increasing use of connected and remote production workflows** reduces the impact of our operations on the environment, and we are committed to adding electric shop support vehicles to our fleet.

## social

NEP Americas is working to build a more inclusive environment with comprehensive benefits and development opportunities.

### actions to date

- ✔ We offer the **industry-leading Broadcast Engineer Apprentice Program** and are seeing progress in attracting more diverse talent that reflects our society.
- ✔ All managers are encouraged to complete a **“Respect in the Workplace”** training curriculum.
- ✔ We are exploring partnerships with higher education institutions and secondary schools to **expand our potential talent pool**.
- ✔ We have added **inclusive employee benefits** including holiday paid time off substitutions, paid parental leave and more health and wellness benefits.

## governance

NEP Americas is committed to the health and safety of employees and clients and has implemented a “safety first” culture.

### actions to date

- ✔ We have a **Safety Committee** made up of members across U.S. locations who are trained in hazard identification, with a select group trained in CPR, First Aid and AED. AEDs are located in our offices and on several of our mobile unit trucks with compliance program management.
- ✔ Our **commitment to safety** on site includes regular ladder, stair and platform inspections, foam guards required on all truck expandos, and safety signs required on all doors.
- ✔ NEP is a member of the **Sports Production Safety Group**, working with the sports broadcasting industry to accomplish Environmental Health and Safety standards.
- ✔ All employees and applicants are treated equally and fairly in compliance through our published **“U.S. Recruitment and Hiring Policy.”**



## environment

- Our **Andrews Hubs production centres** are showcase examples of how **remote production and connected workflows** can support the environment by reducing the number of crew needed to be “on site” and thereby reducing the number of flights and ground transport required for a production.
- The move to **Hybrid Grips** reduces the need for a production trailer to be taken to venues, thus reducing the truck’s movements and usage of fossil fuels.
- As part of our **Integrated Management System (IMS)** NEP Australia have achieved an **AS/NZS ISO 14001** certificate focused on environmental sustainability. This certification demonstrates our commitment to environmental stewardship in our environmental performance.

## social

- A **Skills Development Fund Grant** was awarded to NEP Australia to provide practical broadcast learning experiences especially for female trainees, a traditionally under-employed group in the industry.
- To support **increasing the awareness of opportunities for women in broadcasting and media technology**, NEP has partnered with SVG Australia to host women-in-broadcasting-focused conferences, and with the Australian government to bring attention to careers in broadcasting.
- NEP Australia offers “**NEP Rewards**” to employees including prizes, discounts and offers to support employees in their personal lives.

## governance

- In addition to obtaining its AS/NZS ISO 14001 certificate focused on environmental sustainability, NEP Australia and New Zealand are proud to have achieved **AS/NZS ISO 45001**, the international standard focused on occupational health and safety, and **AS/NZS ISO 9001**, the international standard for Quality Management systems.
- These certifications support a **continual cycle of performance improvement**, providing our teams with a framework that protects the health and safety of those working in and with our organisation, as well as in complying with all legal and regulatory requirements for our industry.



# europa



## environment

Across our European region we have taken actions in the countries in which we operate and do business:

### actions across Europe

- In Sweden, we have moved the central asset hub to a facility that **produces its own electricity through solar panels** placed on the roof. We also work closely with our client TV4 to provide **environmental data** for our production of Swedish Ice hockey League and for TV4's CSRD reporting. We have reduced the total travel distance for production crew by over 40 percent for Swedish ice hockey, through our centralised production model.
- In Norway, we **measure emissions** from all our registered vehicles (including outside broadcast trucks), and all electricity that we use is "green".
- In Denmark, Belgium, Germany, Switzerland, Sweden and Italy, we have **recycling programs** and use **renewable energy** in as many applications as possible.

### actions in the Netherlands

- Achieved **ISO 14001** accreditation, which has been in place for several years.
- Replaced all studio work lighting with **LED**.
- Installed Power Usage Effectiveness (**PUE**) monitoring and Power Distribution Unit (**PDU**) controls in our data center.
- Sourced **100% wind energy** for our buildings and installed **solar panels**.
- Meeting **Euro6 emission standards** for outside broadcast (**OB**) vans/trucks and have switched primarily to hybrid or electric cars.
- Delivering productions more sustainably through our **connected production** platform.

### actions in the UK

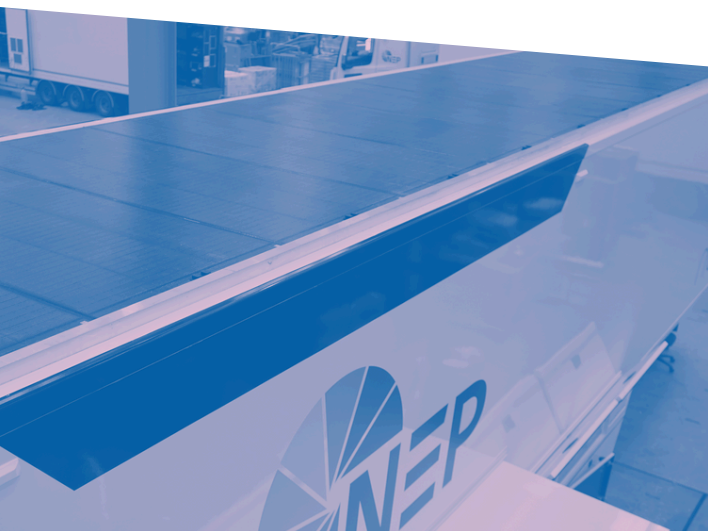
- Before we received our initial carbon footprint report we decided to **invest in a carbon offsetting programme**, where we offset a total of 399 tonnes.
- We have partnered with Carbon Footprint Ltd. to **track our emissions**. We have completed reports for 2021 and 2022, and are setting a roadmap to neutrality, driven by Science Based Targets (SBTs).
- Our Environmental Management System (EMS) is accredited to the **ISO 14001** standard, ensuring that we continually improve our environmental performance.
- We are an official **Albert certified supplier**. We believe that it is important to work with organisations like Albert, which are dedicated to sustainability, and we are honoured to be a part of their network of suppliers.
- NEP Connect have replaced 14 of their diesel-powered connectivity vehicles with **petrol/electric hybrid trucks**, as well as commissioning 2 hybrid field support vans.
- Eradicated single-use plastics on site, and have procured 100% green energy at HQ.





## environment (cont.)

- All of NEP UK's **outside broadcast (OB) trucks and generators run on Gd+ HVO** (green biofuel), achieving emission reductions of up to 95% when compared to diesel.
- NEP UK has collaborated with its client, Sky, to design and build NEP UK "Neo", a **first-of-its-kind sustainable, accessible OB truck**. Battery-powered and solar-panel supported, Neo reduces reliance on onsite generators. Neo's strategic design combines a **technical remote production space** with storage space, minimising the need for multiple vehicles, and in turn, reducing carbon emissions during travel. Neo also **features a wheelchair ramp**, making it accessible to all.



## social

- In the UK, NEP was an official 2023-2024 sponsor of **Rise**, an advocacy organization dedicated to fostering gender diversity within the broadcast and media technology sector.
- In the Nordic countries, Germany and Belgium we have established a dedicated position for competence and training coordination and are **closely collaborating with schools** to set up trainee programs. These **trainee programs** accelerate the learning curve, integrate young talents into the company culture, build practical expertise and foster long-term career growth. The programs especially focus on female talent as part of our efforts to promote gender diversity.
  - In Finland, NEP arranged the event "**Women in TV Sports**" to bring together Finnish TV Sports production professionals to share experiences and create a platform for women to network.
- In the Netherlands, all of our studio facilities are **wheelchair accessible**.
- NEP has created European networks to **encourage cross-border sharing of skills** and competence within areas such as Technology, HR and Operations.

## governance

- Our teams of NEP Europe are actively collaborating with clients in many countries to ensure on-site workplaces are safe for all.
- In the UK, NEP has proudly maintained the **ISO 45001:2018** accreditation since September 2021. This standard helps us manage our occupational health & safety (OH&S) risks and improve our OH&S performance through the development and implementation of effective objectives and policies. Our staff and freelancers receive relevant **OH&S training** that enables them to carry out their jobs safely, significantly reducing risk to themselves and others.



## environment

In Singapore, we have a **remote production facility** to offer a more environmentally friendly alternative to our clients for their productions.

In addition, NEP Singapore has adopted a plan of “3R’s” (**Reduce, Reuse, Recycle**) for waste management. Current practices include:

### Reuse waste materials

- Single-sided wasted paper is reused for printing new documents on the reverse side.
- Binders and folders are re-labeled and reused for new projects.

### Reduce usage

- Motion-detector lights have been installed in the warehouse to conserve energy.
- Printer settings are set to double-sided printing to reduce paper usage.

- Porcelain cups and water tumblers are distributed to all staff to reduce single-use paper cup/plastic bottle usage.

### Recycle materials / waste

- Our teams follow proper waste disposal practices for the material (e.g., electronics, plastic, carton, wooden/plastic pallet, metal).

## social

- Rolling out **internship programmes** for young engineers in Singapore, contributing to skill development in the community and building a talent pipeline for NEP.

- Launched the NEP India Training Academy to **build a workforce that reflects society**.

- Developed managerial skills through **executive coaching** and **mentoring**.

- Fostering team spirit and **consistent communication** with staff through quarterly newsletters across entities.

- Ensuring the Prevention of Sexual Harassment (POSH) through **regular training** in NEP India.

- In Singapore, we are taking steps to be part of the **SG Enable government program** to extend employment to individuals with disabilities. NEP Singapore has equipped its facilities for hiring individuals who use wheelchairs.

## governance

NEP Singapore is committed to establishing a set of governance practices to ensure that operations are more efficient, ethical and aligned with organizational goals.

- Data Protection** – Implementing policies with the relevant departments in line with local data protection laws (PDPA and/or GDPR) to safeguard sensitive information.

- Accountability** – Clearly defining roles and responsibilities, ensuring that employees are held accountable for their actions and decisions.

- Vendor management** – Developing and enforcing a vendor code of conduct outlining acceptable behaviour, ethical standards and practices.

- A **Health and Safety Committee** has been established. Members are to ensure that our workplace is meeting occupational health and safety regulations and that all employees are in safe working environment.



**we bring content to life**

NEP's ESG and related policies are publicly available on our website and are summarised in legal guides for employees and suppliers, respectively.

[www.nepgroup.com](http://www.nepgroup.com)