

A group of approximately 12 people are gathered in a forest, some standing and some sitting on a log. They appear to be engaged in a group activity or discussion. The forest is dense with tall trees and a thick canopy of leaves. The overall scene is bathed in a warm, golden light, suggesting late afternoon or early morning. The ground is covered with fallen leaves and small plants.

EUROMONITOR IMPACT REPORT

2023-24

Eva Harput

Global Head of CSR

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Foreword by Emma Blaney, Global HR and CSR Director

I am delighted to present the Euromonitor Impact Report for the 2023-2024 fiscal year. This report is not only a summary of the initiatives run under the umbrella of corporate responsibility; it is also confirmation of our commitment, as a business, to making positive environmental and social impact across our global communities.

I am pleased to see employee engagement in our volunteer program continuing to increase and a return to our pre-COVID numbers. I want to thank all the employees who believe we can make a difference if we work together and to all the Impact teams that work hard on delivering our global programmes locally.

On behalf of Euromonitor, I also want to thank our Headline and Regional Partners. We are so incredibly proud of the work we deliver in partnership, and it is our privilege to be able to contribute by making donations and the time for our employees to volunteer.

We are by no means done as we continuously work on improving our programmes through focus on transparency and accountability. Our strong company values fill me with confidence that we can keep evolving as a responsible business and continue to align our purpose with the needs of our employees, the planet and society.

Emma Blaney

BUSINESS WITH A PURPOSE

Euromonitor has a well-established corporate responsibility programme that is designed to empower our employees and to maximise their individual impact on our communities around the world. We believe our employees are our biggest asset and our purpose is to encourage them and support their passions. Our commitment is to spend 1% of our turnover on our CSR programme which secures a uniquely stable budget and enables us not only to give strategically to charities but also to support our employees through several CSR benefits.

Volunteering	Matched giving	Long service awards
Two days of volunteering leave Donation rewards for volunteering outside working hours	Personal donations and fundraisers matched up to £2,500	Donation rewards for long-term service Fully paid sabbatical leave if employees work for a charity during their time off

CHARITABLE GIVING

Euromonitor giving is split into five categories: Headline Partners; Regional Partners; Environmental partner; Employee Giving; and other Giving Campaigns.

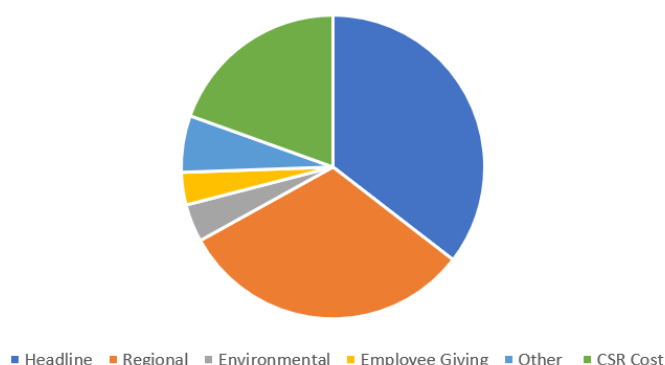
We encourage donations to charities working on any of the 17 SDGs as identified by the United Nations. However, there are certain restrictions and we do not donate to:

- Organisations without a clear not-for-profit status, individuals or activities and organisations which promote religious or political views
- Event fundraisers or sponsorship
- Public sector organisations eg schools

In 2023-2024, the CSR budget was £1.55 million (3% higher than the year before). We achieved our goal of spending at least 80% on direct donations and keeping our running costs* to below 20%.

*Costs included: the cost of CSR salaries with overheads; a contribution to the cost of the salaries of employees volunteering during their sabbatical leave; the cost of volunteering activities; and costs associated with office CSR events and activities.

CSR Budget Breakdown



£1.25 million was given to charities through all our giving programmes.

We made donations in each of our 16 locations.

HEADLINE PARTNERS

This year, we continued to support 10 Headline Charity partners, each receiving a donation of £50,000. Our Headline Charity Partners are nominated by our employees.

Bees for Development

Partner since 2020



Project Euromonitor supports:
In the Amhara Region of Ethiopia, part of the Lake Tana Biosphere Reserve, training young people to become beekeepers

Quote on Partnership:
Being a partner with Euromonitor is hugely significant for us! We are a small and specialised charity, working with some of the poorest people in the world, helping them to create income and restore biodiversity at the same time. Great thanks to all you kind folk at Euromonitor!



Humanity & Inclusion

Partner since 2018



Project Euromonitor supports:
Leave No Child Behind: Inclusive Education in Togo

Quote on Partnership:
Humanity & Inclusion are immensely proud to be a Headline Charity Partner. Together, we are committed to ensuring children with disabilities are included in school in West Africa, fulfilling our aim to make basic education a universal, accessible right to all children, everywhere.



Jaya Mental Health

Partner since 2019




Project Euromonitor supports:
Mental Health projects in South Asia

Quote on Partnership:
We are so grateful for the ongoing support from Euromonitor that has helped us reach more communities in South Asia and improve mental health support. The donation we receive has a direct impact on people struggling with mental illness and provides someone to turn to for help in these communities.




Just a Drop

Partner since 2014



Project Euromonitor supports:
Airabet Health Centre in Uganda, providing a borehole and latrines for 12,000 people

Quote on Partnership:
Just a Drop is indeed privileged to be one of Euromonitor's headline partners. Over the years, this generous support has enabled us to reach many thousands of people, across projects we would have found difficult to fund otherwise.



Justice and Care

Partner since 2018



Project Euromonitor supports:

UK Victim Navigator Programme

Quote on Partnership:

We are so proud to work alongside Euromonitor. You've invested in concepts that together we've turned into reality. As a result we have been able to bring freedom, restoration, justice and change.



Médecins Sans Frontières

Partner since 2017



Project Euromonitor supports:

Euromonitor's vital support is used wherever the need is greatest

Quote on Partnership:

MSF UK does not take money from national governments. We rely on the support of passionate individuals, as well as the companies they make up. This fundamental strategic partnership with Euromonitor means we have the freedom to act fast. We can stay neutral in complex environments and conflict zones, and we can provide impartial care to people.



Micro Rainbow

Partner since 2018



Project Euromonitor supports:

Economic empowerment of LGBTIQ people living in poverty

Quote on Partnership:

Euromonitor is changing the lives of LGBTIQ people in Brazil who live in poverty because of the discrimination they face. Hundreds have benefited through the programme thanks also to the support of Euromonitor employees in the Sao Paulo office.



Place2Be

Partner since 2018



Project Euromonitor supports:

Family practitioner support & Parenting Smart

Quote on Partnership:

"I feel more confident in knowing that I am using helpful strategies and have noticed my child's behaviour change in response to my own" - a parent in London who benefitted from Personalised individual Parenting Training (PiPT) sessions with their child.



Walkabout Foundation

 Partner since 2017



Project Euromonitor supports:
 Uganda wheelchair distributions, monitoring and evaluation, and repairs projects

Quote on Partnership:
 What started out in 2017 as a single wheelchair distribution in Uganda, has grown into a full-scale sustainable programme, allowing us to distribute over 2,000 wheelchairs and develop our Monitoring & Evaluation and Repairs Projects. Together, we have been able to transform thousands of lives of people in need in Uganda. Thanks to Euromonitor's support, we are getting one step closer to fulfilling our mission of changing the world of mobility disabilities – one person, one wheelchair at a time.



World Bicycle Relief

 Partner since 2019



Project Euromonitor supports:
 Mobilised Communities, Bicycles for Educational Empowerment

Quote on Partnership:
 Euromonitor has been a staunch supporter which firmly believes in the #PowerofBicycles. From supporting our Mobilised Communities programme to cycling along with us in our global Pedal to Empower event, we truly appreciate the support of the entire organisation.



REGIONAL PARTNERS

We are very proud of our flagship Regional Partnership programme. It has increased in popularity over the years and is one of the ways we democratise Euromonitor giving.

In 2023-2024, we made donations to over 250 charities across our 16 locations through our Regional Donation Programme. The total amount given through this programme was £490,000 (compared to £470,000 split among 146 charities in 2022-2023).

Examples of our Regional Partners:



BIG ALLIANCE

“BIG's partnership with Euromonitor is just that - a true partnership. We really value Euromonitor and the CSR team's genuine passion and interest in understanding the needs of the local community and how they can support. Outside of regular volunteering options, we have recently benefited hugely from three Euromonitor colleagues joining BIG and our parent charity ELBA, for 3-month sabbaticals. This 'A-Team', as we call them, are helping us in a range of ways to do extensive pieces of work we simply wouldn't have been able to do otherwise; enabling us to further improve our support to the local community and partners. Thank you all so much!”



“ SAVA platforma is happy to be involved in Euromonitor International’s volunteering engagement and CSR community building programme in Lithuania.

Over 2023/2024, 24 EMI Vilnius employees repeatedly used SAVA platforma to find and engage in volunteering activities, spending 124 hours supporting various causes. Volunteering for Ukraine to build trench candles and camouflage nets was the most popular volunteering activity, with nature as well as elderly care homes other causes EMI employees volunteered at.

Additionally, EMI CSR coordinators Birute and Einius took part in CSR community building events and discussions in Lithuania organised by SAVA platforma, building relationships with NGOs through attendance at live one-to-one meetings and listening to interesting discussions on corporate volunteering and its impact during events organised by SAVA for the CSR community in Vilnius.

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“ “Upwardly Global is proud to partner with EMI. As a long-standing employer partner, Euromonitor International has supported Upwardly Global’s mission to dismantle barriers for immigrant and refugee professionals in several ways, including: supporting candidates in hiring processes, dedicating volunteer time to support resume reviews and network building, participating in the development of creative solutions, and thoughtfully applying DEI principles to their internal processes. UpGlo commends EMI’s efforts to integrate inclusive practices and DEI into their work! --Kim Cohen, Director, Employer Engagement, Upwardly Global.

”

COMMUNITY ENGAGEMENT

Our strongest focus has been on bringing volunteering back. We encourage employees to volunteer during our CSR-themed weeks (Community Week, Green Week, and Health and Wellness Week), but also as a form of team building and individual volunteering. We have been promoting skill-based volunteering options in the form of mentoring school children, as well as mutual mentoring programme for leaders in private and charity sectors or opportunities for our employees to join the boards of local charities.



Green Week

Wearing green to work was the main celebration of Green Week in 2023. We raised £5,000 for the Plastic Ocean Foundation by wearing around 400 green clothing items across our offices and making a donation for each one.

Highlights of Green Week included Sydney hosting a contest to minimise rubbish competition. Bangalore ran a Green Office Olympics, Mexico sold flowers and plants at a neighbourhood farmers market to raise money for environmental charities. Dusseldorf office had a local guide from NABU, a charity partner, to show the group the incredible 25 acres of woodland they care for.



Health and Wellness Week

There were lots of events held during Health and Wellness Week. Highlights in Dubai included visiting Sketch Art Cafe to create art on paper cups and engage in creative activities for their wellbeing. JOY, a charitable partner, joined employees in London for a walking tour. Chicago volunteered with Beyond Hunger. For the Food Angel charity, the Hong Kong office prepared an incredible 1,846 cartons of hot meals!

We also organised a worldwide competition where teams competed to move the most minutes. Approximately **1 in 10 employees** took part, forming **26 teams** across our offices. Our combined time spent on health and wellbeing was 85,455 minutes, or more than 59 days!



Community Week

The Hong Kong office team's effort to sort and package more than 100 cartons of food and beverages during Community Week was one of the highlights!

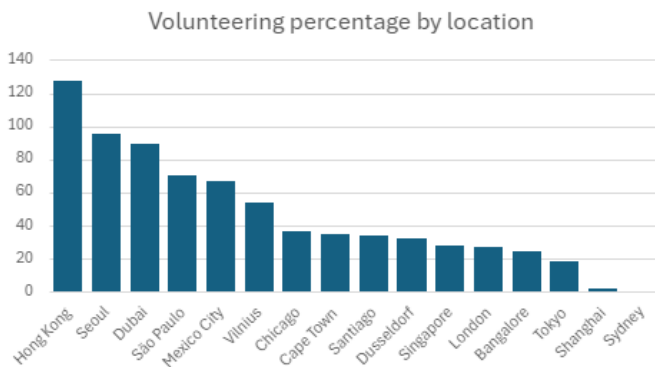
The Seoul office went to Hanbit School for the Blind and participated in an exercise where they were shown several ways that blind people can navigate outside. Vilnius office volunteered at the Red Cross warehouse.

The São Paulo office came together to take part in an activity with the foodbank NGO GoodTruck, helping to prepare about 200 meals for the neighbourhood.

Volunteering and MicroActions

Euromonitor employees delivered 4,329 hours of volunteering during 2023-2024, resulting in a total value of over £100,000 brought to our communities around the world (calculated by using Euromonitor's average hourly wage in each location). This is an 11% increase on the previous fiscal year.

37% of our employees volunteered at least once during this time period (36% in 2022-2023). This number covers skill-based, manual as well as virtual volunteering activities.



Congratulations to our team in Hong Kong who made sure everyone volunteered. Their 127% success rate includes leavers.

Our Hong Kong, Seoul, Dubai, São Paulo, Mexico City and Vilnius teams all hit our target of 50% of individuals volunteering at least once a year, well done!

After including individuals who joined mission challenges on our Giving Hub platform, the percentage grows to 42% and now has representation from each of our 16 offices.

These numbers do not include volunteering during sabbatical leave.


Social Action Challenge

Our newest programme was launched in June 2021 to encourage employees to volunteer and use all other CSR benefits available to them. Employees have one year to fulfil the criteria and apply to become Euromonitor's Social Action Challenge winner.

The Social Action Challenge criteria:

- **1** **Join your local CSR Committee**
- **2** **Organise a team volunteering, fundraiser or challenge**
This can include fundraising socials and any volunteering you organise for yourself through the Giving Hub.
- **3** **Apply for a donation match**
This can be through the Giving Hub and also include donations to global and office fundraisers.
- **4** **Use your volunteer hours**
That's 2 days!

The winner gets to join one of our Headline Partners on a week-long volunteering trip. In July 2023, we held our public raffle and picked our second ever winner from all eligible applicants. Alberto Trueba, a Research and Data Analyst from our Mexico City office, won a trip to Cambodia with Just a Drop.




Alberto Trueba
Research & Data Analyst

“ This experience profoundly reinforced my commitment to social activities. As a CSR Champion for Euromonitor's Mexico City office, I've always been dedicated to these social causes inside the company and in my own free time, holidays and weekends. However, seeing the transformation in a community of 700 households was incredibly moving. Clean water reduces illnesses, increases school attendance, and frees up money for better homes, enhancing family life.

The message I want to convey is that CSR programs ARE IMPORTANT. They may represent a small part of a company's profits, but for thousands of people, they mean a better life for the next generations! If your company has these programs, support them and maximize their impact. If not, promote them from within. Employees will feel happier and more committed, and doing business with a company that works for a better future is simply wonderful. 😊

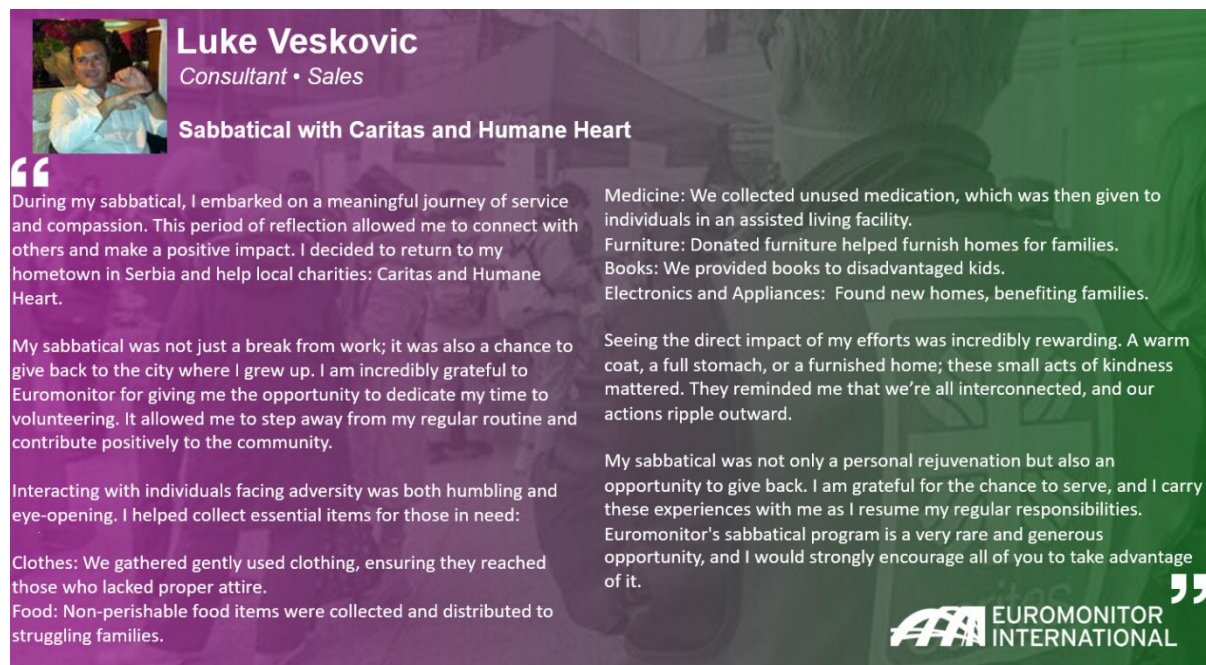
Thank you all for this fantastic journey! ”



Sabbatical Volunteering

At Euromonitor, we reward loyalty, meaning our long-service employees can enjoy two different benefits. One is a donation in their name to a chosen charity. The other benefit is an opportunity to take long-term leave, three months after 10 years of service and six months after 20 years of service. If an employee spends at least 50% of their time off working for a charity, Euromonitor will pay them their normal base salary for the full period of the leave. The vast majority of employees taking sabbaticals choose to spend half of their sabbatical working for a charity of their choice and the feedback from the Charities is that they gain significant benefit from having our experts working for them on projects.

During the 2023-2024 fiscal year, 11 employees have long term sabbatical leave and 8 out of them worked for charities. In total, they delivered over 2,200 hours of skill based work for charities.



Luke Veskovic
Consultant • Sales

Sabbatical with Caritas and Humane Heart

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During my sabbatical, I embarked on a meaningful journey of service and compassion. This period of reflection allowed me to connect with others and make a positive impact. I decided to return to my hometown in Serbia and help local charities: Caritas and Humane Heart.

My sabbatical was not just a break from work; it was also a chance to give back to the city where I grew up. I am incredibly grateful to Euromonitor for giving me the opportunity to dedicate my time to volunteering. It allowed me to step away from my regular routine and contribute positively to the community.

Interacting with individuals facing adversity was both humbling and eye-opening. I helped collect essential items for those in need:

Clothes: We gathered gently used clothing, ensuring they reached those who lacked proper attire.
Food: Non-perishable food items were collected and distributed to struggling families.

Medicine: We collected unused medication, which was then given to individuals in an assisted living facility.
Furniture: Donated furniture helped furnish homes for families.
Books: We provided books to disadvantaged kids.
Electronics and Appliances: Found new homes, benefiting families.

Seeing the direct impact of my efforts was incredibly rewarding. A warm coat, a full stomach, or a furnished home; these small acts of kindness mattered. They reminded me that we're all interconnected, and our actions ripple outward.

My sabbatical was not only a personal rejuvenation but also an opportunity to give back. I am grateful for the chance to serve, and I carry these experiences with me as I resume my regular responsibilities. Euromonitor's sabbatical program is a very rare and generous opportunity, and I would strongly encourage all of you to take advantage of it.

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EUROMONITOR INTERNATIONAL



Ingrid Vergel

Senior Head of Catalyst • One Research

Sabbatical with United Nations Global Compact



Sabbaticals are more than just extended vacations; they are transformative experiences that can redefine our professional and personal lives. I'm incredibly grateful to Euromonitor for this extraordinary benefit. When I shared my plans, people often couldn't believe how fantastic this opportunity is!

For my sabbatical, I chose to volunteer with The United Nations Global Compact (UNGC). Sustainability isn't just a buzzword for me; it's a passion. I wanted to contribute beyond just living sustainably. If you're not familiar, UNGC is an initiative encouraging companies to advance societal goals and implement the SDGs, driven by CEO commitments to integrate sustainability principles in their operations.

I was thrilled when Eva connected me with Steve Kenzie, the Executive Director of the UN network. It felt like winning the lottery, but it was real!

My Two Core Assignments:

Annual Member Survey: I conducted a survey that generated insights to inform the UK Network's programmatic offerings.

Measuring Impact: I researched and developed a framework to help the UK network measure and track their real impact.

Taking on these tasks was like climbing Everest. The road ahead is long, but I've made fantastic progress by creating an initial framework for the environment team. The plan is to pilot it, refine it, and then roll it out to other teams. It was an honor to use my research skills in such a meaningful way and engage with senior management on this complex yet fascinating topic.

Thrilled to be part of this initiative! I felt challenged and empowered. It felt great to learn about something I love. I highly encourage anyone considering a sabbatical to take the leap!



Jared Conway

Head of Research - Training and Product Development

Sabbatical with Carat



I recently took my 3-month volunteer sabbatical from Euromonitor, and couldn't recommend the experience enough. I worked with an organisation called Carat that's in my wife's hometown of Toyoake, Japan.

What really attracted me to the organisation and opportunity was the way in which the organisation worked on strengthening the community.

The main goal of the facility and organisation is to "realise a 'community coexistence society' where individuals and society connect, allowing everyone to live without isolation and with roles and a sense of purpose.

There were a variety of tasks I was able to help out with, and I was so grateful to the organisers for including me in the various community events the facility held. The centre has many classes and programs to assist senior citizens in the community, such as holding a "Memory Café" where they can come and play mahjong and board games over coffee/tea and socialise with other community members with the goal of maintaining

cognitive health. There were also exercise classes that focused on breathing and moderate movement to promote "aging in place" for community members. On the other side of the age spectrum, I was able to assist in the centre's children support area that held reading programs, clothing drives, as well as a variety of games and activities.

Throughout my time in the various activities, I met so many wonderful people I likely wouldn't have had a chance to meet otherwise. I learned so much about the community and the work all the volunteers do, and I hope I was able to reciprocate a fraction of the experiences I gained to those I worked with. Everyone at the organisation was beyond impressed with Euromonitor's work and the commitment we have to charity and our CSR initiatives. As others have said, if you get a chance and are eligible, please consider the opportunity.



RESPONSIBLE BUSINESS

ENVIRONMENT

Carbon Balancing Programme

At Euromonitor, we collect our energy use data for our 16 offices around the world. For Cape Town, Dubai, Hong Kong, and Mexico City, we provide estimates as we do not have access to actual data.

We offset all emission from our business travel and offices through our Carbon Balancing Programme with the World Land Trust, a charity focusing on reforestation and improving biodiversity through programmes around the world.

We are currently setting off on the SBTi journey. The fiscal year 2022-2023 will be used for our baseline measurements.

Earth Day

In celebration of Earth Day, in April 2023, Euromonitor planted 1,475 trees, one for each employee. These were planted in Brazil and India in collaboration with our environmental charity partner World Land Trust.



COMMITMENTS AND ACCREDIATIONS

Modern Slavery Act Statement

Euromonitor complies with UK legislation and produces a Modern Slavery Statement on an annual basis. This document describes the ways we ensure there is no slavery or human trafficking in our supply chain. This statement can be found on our website.

SEDEX Smeta Audit

We underwent a SMETA Audit in 2017 and a follow-up audit in 2019. We are a fully compliant member of SEDEX and our offices in London, Chicago, Singapore, and Shanghai offices are registered with SEDEX.

EcoVadis

We have been assessed by the EcoVadis rating system since 2017. This is an annual audit, and our next submission will be in August 2024. It is challenging for businesses like ours to achieve high scores in this audit as it focuses heavily on evaluating businesses which produce physical items and have environmental footprints and supply chains which are more complex than ours.

UN Global Compact

Euromonitor has been a signatory of UN GC since 2012. We actively engage with the principles and work towards reaching the SDGs. Our Headline and Environmental partners together cover all 17 SDG's.