





ESG Report

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UN Sustainable Development Goals¹

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"> → Removed barriers to accessing IG Academy, with this financial content now being available to all → Created an internal 'Learning Hub' to help employees curate learning journeys tailored to their needs → 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 	→ 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"> → Made key changes to our recruitment processes to make them more inclusive → Launched the DailyFX Women in Finance Hub, offering content designed to help women become more informed, engaged and educated traders → Facilitated community outreach events focused on supporting and inspiring young women in collaboration with UK strategic charity partner Teach First → Improved confidence and leadership skills of young women and girls through our Chance to Shine Partnership 	→ 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"> → Employed 2,507 people globally (as at 31 May 2022) → London Living Wage employer in the UK, and looking to ensure this is replicated for all employees across the globe, using appropriate local benchmarks → 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 	→ Page 33 of the Annual Report
 <p>Reduce inequality within and among countries</p>	<ul style="list-style-type: none"> → 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 → 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) → Gifted a total of 67 laptops to refugees and partner schools from the Teach For All network 	→ Financial Statements for FY22
 <p>Ensure sustainable consumption and production patterns</p>	<ul style="list-style-type: none"> → Maintained a C grade with the Carbon Disclosure Project → 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 	→ 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"> → 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 → Offset our scope 1, 2 and upstream scope 3 carbon emissions for the third year running and maintained lifetime carbon neutral status → 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) 	→ 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"> → Became a member of the Business For Societal Impact² network to collaborate with peers and to benchmark our community outreach activities → Made donations to 45 different charities spread across 14 different countries → In the UK, we participated in a cross-sector collaboration looking at improving female representation in the STEM³ 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 	→ 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.