



SECTION 172 STATEMENT

Section 172 of the Companies Act 2006 requires a director of a company to act in the way he or she considers, in good faith, would be most likely to promote the success of the company for the benefit of its members as a whole. The directors give careful consideration to these factors in discharging their duties under section 172.

At Ogury, the directors understand the importance of relationships and culture in driving the long-term success of the business which is why its values are so important. The values are used by both directors and employees in all areas of decision making to ensure balance and rational thinking. For these reasons, the values are the bedrock of the Group and understanding their meaning is crucial to driving performance. It is through them that we move forward together every day, to fulfill our mission and shape the Ogury of tomorrow;

- Integrity - We are true to our words. We act in a reliable way within the values of Ogury.
- Execution - Together we execute fast to deliver value to customers, employees, and all stakeholders.
- Grit - We passionately believe and relentlessly persevere to fulfill Ogury's purpose
- Autonomous Thinking - We think, decide and act based on our own rational analysis, without necessarily following trends.
- Humility - We are proud and confident, but always keep an open mind to learn from others.

The directors use a variety of methods to engage with stakeholders and better understand the issues and concerns arising in the business. Regular contact and exchange of information is maintained through team briefings and a range of other communication channels on a monthly and quarterly basis. This includes global sessions where the C-level share key messages, strategic priorities and financial results; local sessions where employees from all departments share their experiences, news and projects; and newsletters, video conferences and employment engagement surveys where employees are encouraged to voice their opinions.

Disabled persons

Applications for employment by disabled persons are always fully considered, bearing in mind the respective aptitudes and abilities of the applicant concerned. In the event of members of staff becoming disabled, every effort is made to ensure that their employment with the company continues and that appropriate training is arranged. It is the policy of the company that the training, career development and promotion of a disabled person should, as far as possible, be identical to that of a person who does not suffer from a disability and we will consider all reasonable adjustments to achieve that aim.

Business relationships

The directors value the importance of good business relationships and understand the need to build, maintain and develop that rapport with its publishers, suppliers and customers. All decisions taken during the year by the directors have taken these relationships into consideration.

For more details, refer to our signed financial statements which are available from Companies House.