IG Group

Sustainability Policy

Policy Governance	
Policy Owner(s)	Head of Sustainability
ExCo Sponsor	Chief Financial Officer
Policy Approver	Executive Committee
Approval and Effective Date	September 2026
Version	2.0
Review Frequency	Every two years
Next Review Due	August 2028
Distribution	All employees of IG Group Holdings plc and all its entities globally, including new acquisitions

1 Policy overview

This policy sets out IG Group Holdings plc's ("IG Group" or "the Group") commitments and approach to sustainability, encompassing relevant environmental, social and governance ("ESG") topics. Our sustainability strategy focuses on regulatory compliance and aligning decision making on sustainability with business priorities. This ensures our sustainability strategy is agile and value focused. It is designed to meet the expectations of investors, regulators, employees, customers and other stakeholders.

This policy applies to IG Group Holdings plc and all subsidiary companies globally, unless a subsidiary maintains a separate, Board-approved policy aligned with this framework. All IG Group employees are required to read and follow this policy; its principles also apply to suppliers engaging with the Group.

This policy should be read in conjunction with other related Group policies, sustainability-related standards and statements, as outlined in Appendix 1.

2 Governance

The key aspects of our governance of sustainability matters are described in the table below.

Forum	Sustainability responsibilities
Board	Ultimate oversight of sustainability targets and KPIs, environmental performance, community investment funding and D&I. The Board receives recommendations and reporting from its Committees and ExCo.
Board Audit Committee (BAC)	Oversight of all sustainability-related reporting and disclosures. The BAC oversees sustainability regulation horizon scanning and reviews the effectiveness of sustainability reporting controls.
Board Risk Committee (BRC)	Oversight of IG's exposure to climate-related risks and appropriate mitigations. The BRC's remit encompasses other sustainability-related topics including product governance, Consumer Duty, customer vulnerability, fraud and financial crime.
Executive Committee (ExCo)	Responsible for approvals in relation to the sustainability strategy, environmental and D&I targets, as well as community investment approach. The ExCo are the senior decision-making body to which the SSC escalates material recommendations.
Sustainability Steering Committee (SSC)	Management-level forum chaired by the Group CFO. The SSC brings together cross-functional leadership for operational direction on sustainability matters and prepares recommendations for ExCo and the Board.

3 Principles and commitments

IG Group's sustainability strategy is organised around three pillars: Planet, People and Product. Leadership and governance is a foundational pillar for our sustainability strategy as well as our business overall. The Group's key commitments and policy aims under each pillar are set out below.

3.1 Planet

At IG Group, we recognise our role in the transition to a lower-carbon economy and support the UK Government's Net Zero by 2050 target and the broader ambitions of the Paris Agreement. We take proactive steps to address climate risks and opportunities as well as manage and reduce our environmental impact.

We are committed to:

- Integrating environmental management into aspects of our global business operations to ensure environmental issues are addressed
- Reducing the use of natural resources within our offices, including reusing materials (including office hardware, fixtures and fittings) and promoting recycling
- Managing energy consumption and improving energy efficiency across our office sites including sourcing renewable energy where possible
- Engaging with our 'Critical' and 'Important' suppliers on their environmental management practices
- Encouraging the reduction of business travel as well as alternative methods of transportation to reduce environmental impact
- Measuring and reporting our global greenhouse gas emissions as well as continuously looking to improve our data quality
- Monitoring climate-related risks and opportunities, at least annually, and ensuring appropriate governance of such matters
- Transparently communicating progress on environmental issues to internal and external stakeholders
- Developing and publishing a climate transition plan, including near and long-term emissions reduction targets

3.2 People

Our people are critical to the delivery of our strategy and providing a high-quality service to our customers. We have established a range of policies which govern our approach to people-related matters, as outlined in Appendix 1. The key policy aims from these policies are outlined below.

We are committed to:

- Creating an inclusive culture and encouraging diverse perspectives to drive innovation and support equal opportunities
- Contributing to our local communities through community investment in the themes of financial literacy and creating diversity in finance and technology careers
- Upholding a zero-tolerance approach to discrimination, and bullying or harassment of any kind based on any protected characteristic

- Providing equal pay for work of equal value and supporting the minimum wage in compliance with all local laws and regulations in relation to equal pay
- Adherence to as high a standard of Health and Safety management as is reasonably practicable as well as the labour standards and working hours requirements in the jurisdictions in which we operate
- Measuring and reporting diversity and inclusion data as well as continuously looking to improve our data quality
- Supporting employees' right to freedom of association and their ability to partake in collective bargaining arrangements if they choose to do so
- Encouraging all employees to raise concerns, problems or complaints in the workplace including the measures in which colleagues can report misconduct through our independent, confidential whistleblowing reporting platform

3.3 Product

We provide our customers with access to a wide range of financial products and services including leveraged trading, stock trading and investments, and cryptocurrency trading. Our product governance frameworks seek to ensure we meet the legal, regulatory, and ethical standards in the locations in which we operate.

The policies we have in place around product governance are outlined in Appendix 1 and their respective key policy aims outlined below.

We are committed to:

- Delivering good outcomes for clients including to ensure that products are properly designed and distributed
- Developing products with clearly defined targets markets and ensuring that they are only made available to customers in that target market
- Protecting our clients' monies and assets through segregated client money accounts
- Enabling informed customer decision-making through educational content, tools and providing suitable product information
- Adherence to data security regulations in all jurisdictions in which we operate
- Ongoing monitoring and reporting of customer outcome metrics including price and value, vulnerability, complaints, understanding and satisfaction
- Providing dependable, around the clock customer service and handling all complaints with high standards of care

3.4 Leadership and governance

We seek to conduct our business in an ethical manner, guided by our values, and remain committed to transparency. These topics are managed by a range of functions, with some being operationalised at a divisional level. These policy commitments are described within a range of policies as outlined in Appendix 1.

4 Regulatory compliance and reporting

4.1 Regulatory compliance

We ensure compliance with relevant applicable legislation in the jurisdictions in which we operate as a minimum requirement. The Group conducts sustainability regulation horizon scanning on a bi-annual basis to remain alert to emerging sustainability obligations. As IG Group operates a decentralised divisional model, this expectation is cascaded to divisions and respective IG Group entities.

4.2 Reporting

We report on our sustainability performance annually through our Sustainability Report published in the Annual Report and Accounts (ARA) as well as a Sustainability Addendum (both available on the IG Group website). All sustainability disclosures and data are governed by the Group's Internal Control over Sustainability Reporting (ICSR) framework, to ensure disclosures are accurate, complete and of high quality.

Sustainability reporting contained within the ARA is subject to oversight and approval from the SSC, Board Audit Committee and IG Group Board. The Group obtains third-party limited assurance on Scope 1 – 3 greenhouse gas emissions data under ISAE 3410 (the assurance opinion is published on the IG Group website). In addition to complying with mandatory requirements, the Group also reports with reference to recognised sustainability frameworks such as Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and UN Sustainable Development Goals (SDGs).

All sustainability claims in external communications are reviewed to ensure they are clear, not misleading and supported by evidence, in compliance with the FCA's anti-greenwashing rule.

5 Frequency of review

This policy is reviewed at least every two years by the Head of Sustainability and approved by the Executive Committee (or, by delegation, the Sustainability Steering Committee). Any material changes will be subject to Board approval. A full or partial policy review will be triggered in the case of significant business, regulatory or stakeholder changes.

IG Group

Appendix 1 – related Group policies

The below policies are either available publicly on the IG Group website or made available to all employees via our intranet.

Policy / document	Relevant pillar(s)	Sustainability topic(s)
Travel Policy	Planet	Climate change
Global Equality, Diversity and Inclusion Policy	People	Diversity and inclusion
Transitioning at Work Policy	People	Diversity and inclusion
Remuneration Policy	People	Diversity and inclusion (Equal pay)
Health and Safety Policy	People	Human rights and working conditions
Grievance Policy	People	Business ethics
Volunteering Policy	People	Community and partnerships
Product Governance Statement	Product	Product governance
Responsible Investment Statement	Product	Product governance
Modern Slavery Statement	Leadership & Governance; People	Human rights and working conditions
Group Whistleblowing Policy	Leadership & Governance; People	Business ethics
IG Group Data Protection Policy	Leadership & Governance	Data protection and cybersecurity
IG Group Information Security Policy	Leadership & Governance	Data protection and cybersecurity
IG Group Anti-Bribery Policy	Leadership & Governance	Anti-bribery and corruption
Group Global Anti-Money Laundering Policy	Leadership & Governance	Anti-bribery and corruption
Group Market Abuse Policy	Leadership & Governance	Anti-bribery and corruption
Group Conflicts of Interest Policy	Leadership & Governance	Anti-bribery and corruption
Vendor Code of Conduct	Leadership & Governance	Human rights and working conditions
Vendor Management Policy	Leadership & Governance	Climate change, Human rights and working conditions
Supplier Relationship Management Policy	Leadership & Governance	Climate change, Human rights and working conditions
Sourcing Policy	Leadership & Governance	Climate change, Human rights and working conditions