



Photo: Greg Jaklewicz, Abilene Reporter News

# Gannett ESG Report 2022

GANNETT

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Photo: Andy Abeyta, The Desert Sun

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People, Planet & Communities



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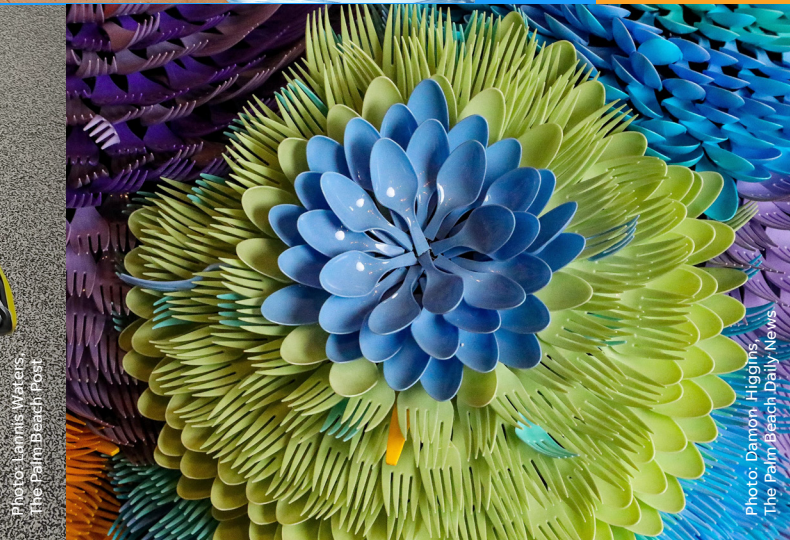


Photo: Dennis Winters, The Palm Beach Post

Photo: Damon Higgins, The Palm Beach Daily News



Photo: Adam Cairns, The Columbus Dispatch



# Welcome

## A MESSAGE FROM OUR CHAIRMAN & CHIEF EXECUTIVE OFFICER

I'm pleased to share Gannett's inaugural 2021 Environmental, Social, and Governance Report. Our mission is to empower communities to thrive, which we enable across the country through our trusted content with a commitment to balanced, unbiased journalism and our robust advertising and digital marketing solutions platform. With our national property, USA TODAY, and an unparalleled footprint of media assets in both the U.S. and U.K., Gannett reaches millions of consumers daily to educate them on local issues and beyond. We know that our company and industry can improve our accountability, and as a leading media company, we look forward to leading the way on sustainability.

Our longstanding corporate social responsibility position is driven by our deep commitment to our communities. We are dedicated to ensuring we have mindful and ethical business practices that positively impact our world. As many of you know, in late 2019 we merged Gannett Co., Inc. and New Media Investment Group, Inc., and we've spent the past two

years working to integrate our companies as one. Now that the vast majority of that work is behind us, we are excited to focus on a more formal sustainability journey.

During 2021, we decided to align our efforts across our three corporate social responsibility pillars – people, communities, and planet – with the U.N. Sustainable Development Goals (SDGs or Global Goals). We aim to contribute to all 17 Global Goals but have chosen three of these as our key priorities for sustainability at Gannett, and we expect to have defined goals against each by the end of 2022. We have worked closely with our Board of Directors and our executive-led sustainability committee to determine priorities and to begin setting short- and long-term goals.

The purpose of this initial sustainability report is to lay out our key priorities and our intentions to create defined targets in several new areas over the course of 2022. Each year, we will update our progress and share more details about how we are working to achieve our goals.

Gannett has made many strides over the past two years that impact our sustainability efforts, such as consolidating the number of manufacturing facilities from 72 to 35 and meaningfully reducing our carbon footprint. Since August 2020, we have published our workforce diversity metrics biannually and are committed to strengthening our inclusion efforts at the company with defined goals to achieve by 2025. And we have continued to create meaningful journalism that empowers our readers to enhance the neighborhoods we serve and share.

We hope you enjoy learning more about our sustainability journey and look forward to building upon these efforts in 2022 and the years to come.

**Michael Reed**



*Chairman & Chief Executive Officer*



**Michael Reed**

Chairman & Chief Executive Officer



# Who we are

Gannett Co., Inc. is a subscription-led and digitally-focused media and marketing solutions company committed to empowering communities to thrive. Our portfolio of media assets includes USA TODAY, local media organizations in 45 states in the U.S., and Newsquest, a wholly owned subsidiary operating in the United Kingdom with more than 120 local media brands. We also offer digital marketing solutions, which are marketed under the LOCALiQ brand, and run what we believe is the largest media-owned events business in the U.S., USA TODAY NETWORK Ventures.

Through USA TODAY, our local media network, and Newsquest, we deliver high-quality, trusted content where and when consumers want to engage with it on virtually any device or platform. Additionally, we have strong relationships with hundreds of thousands of local and national businesses in both our U.S. and U.K. markets because of our large local and national sales forces and a robust advertising and digital marketing solutions product suite.



## 13,800

U.S. employees  
and **2,500** employees  
outside the U.S.

## 1906

Founded

## Largest

News media publisher  
in the U.S. by circulation



# What we do

We are committed to providing trusted, unbiased, global, national, and local news through our 670-plus digital media brands, which include USA TODAY, Sports+, and our local property networks in the U.S. and U.K.

Through LOCALiQ, we offer advertising and marketing via our publishing products, both digital and print, and our digital marketing solutions business. Our portfolio offers a simple all-in-one platform powered by artificial intelligence and service experts that grows and adapts with the needs of business owners and their goals. Our solutions work across the USA TODAY NETWORK, Newsquest, and major online platforms, such as Google and Facebook.

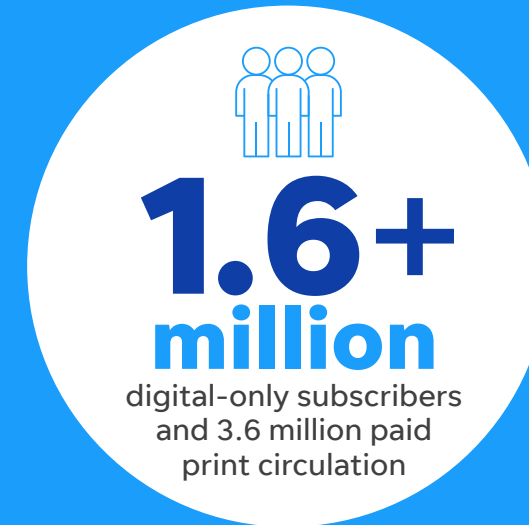
We create impactful consumer engagements and experiences through our events and promotions platform, USA TODAY NETWORK Ventures, which holds more than 240 community events across the U.S. each year, both virtually and in person.

Gannett also offers commercial printing and distribution to third-party customers that leverages our significant pressroom footprints in the U.S. and U.K.



Accreditations, relevant awards and affiliations

Photo: Alex Driehaus, Naples Daily News



**96**  
Pulitzer Prizes won

**OVER 80%**  
of our daily media brands have been published for more than **100 years**

**OVER 240+ COMMUNITY EVENTS**



**555**  
local U.S. media brands plus USA TODAY

A reach of 1 in 2 adults in the U.S. through our USA TODAY NETWORK



# THE U.N. SUSTAINABLE DEVELOPMENT GOALS

In 2015, world leaders agreed to 17 Sustainable Development Goals, also known as the Global Goals or SDGs. These goals have the power to create a better world by 2030 by ending poverty, fighting inequality, and addressing the urgency of climate change.

Guided by the goals, it is now up to all of us, governments, businesses, civil society, and the general public to work together to build a better future for everyone.

When Gannett was determining how best to build upon our corporate mission and purpose, we explored several options for assessing our impact on sustainability. The Sustainable Development Goals offer us the globally accepted framework needed to meet the urgent economic, social, and environmental challenges facing our world.

<b>1</b> NO POVERTY 	<b>2</b> ZERO HUNGER 	<b>3</b> GOOD HEALTH AND WELL-BEING 	<b>4</b> QUALITY EDUCATION 	<b>5</b> GENDER EQUALITY 
<b>6</b> CLEAN WATER AND SANITATION 	<b>7</b> AFFORDABLE AND CLEAN ENERGY 	<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	<b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE 	<b>10</b> REDUCED INEQUALITIES 
<b>11</b> SUSTAINABLE CITIES AND COMMUNITIES 	<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 	<b>13</b> CLIMATE ACTION 	<b>14</b> LIFE BELOW WATER 	<b>15</b> LIFE ON LAND 
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Photo: Ryan Garza, Detroit Free Press

# Priority goals

Gannett’s mission of empowering its communities to thrive cannot be met without considering the pillars that make up our corporate social responsibility position. Whether reporting the latest news or providing business-to-business solutions, Gannett backs up its corporate mission and purpose with mindful and ethical business practices that positively impact communities, people, and the planet.

We have identified three goals we believe are relevant to our business objectives and allow us to create defined commitments to the efforts we will put against them. These are the areas where we know Gannett can help make the most significant impact.

## People

10 REDUCED INEQUALITIES



Gannett supports a diverse, inclusive, and equitable workplace offering opportunity for growth. We invest in our employees with policies, practices, and resources to enable personal and professional advancement. Beginning in 2020, we made formal commitments to workplace diversity within our own company and to broadening our reporting on diversity and inclusion. These efforts align closely to the broader U.N. SDGs covered in Goal 10, and particularly target 10.2.

## Planet

13 CLIMATE ACTION



Gannett strives to minimize its environmental impact through responsible and sustainable business practices for sourcing, consumption, and waste. In the U.S. and U.K., we have defined environmental policies that align with several of the key aims for Goal 13 and particularly targets 13.2 and 13.3. Additionally, we have committed increased journalism resources for reporting on climate change and our environment.

## Communities

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



We are your neighbors. Gannett builds community through storytelling and connects readers and communities to empower action that enhances the neighborhoods we share. Our stories reach millions of readers each year and have the power to inspire people to become good global citizens. These efforts align closely to the broader aims of Goal 16 (particularly targets 16.3, 16.5 and 16.10) and our efforts to educate and empower through our journalism.





Photo: Scott Clause, The Daily Advertiser

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# Commitment

We are committed to creating a workplace that is inclusive — where everyone can be their whole, authentic selves, which we believe will influence the stories we tell, the products we create, and how we connect with the communities we serve.



## Targets

Our goal is to achieve year-over-year improvement in our workforce diversity breakdowns by functional area, with the goal of achieving gender and racial parity with the diversity of the populations we serve by 2025.

- In 2021, people of color representation in our U.S. workforce increased by 4% points from 21% to 25%.
- In 2021, female representation in our global workforce remained constant at 46%. However, at the leadership level, it increased 2% points from 39% to 41% of those Director and above.
- In 2021, female representation at the leadership level within the U.K. has increased 6% points, from 33% to 39%.

Our target is to increase the representation of people of color in leadership positions by 30% by 2025.

- At the leadership level, representation of people of color in 2021 increased 4% points from 12% to 16% of those Director and above.



Photo: Mike Fender, The News-Herald



13 CLIMATE ACTION



# Commitment

**Gannett is committed to completing a comprehensive Greenhouse Gas emissions report that will allow us to redefine our commitment and set targets around Gannett’s carbon footprint. We will continue to represent the concerns of the local and national communities where we live and work, reporting on local issues including the environmental impact on our planet.**

## Targets

- We intend to complete a full inventory of scope 1, 2 and 3 emissions by 2023.
  - We have begun work on our scope 1 and 2 emissions for 2021 and have accounted for 100% of our footprint in the U.K. and approximately 76% in the U.S.
- With the launch of our National Climate Change reporting team, we intend to develop and update a report on climate change annually and to use our reporting to influence policy change at the state and national levels.



Photo: Chris Caldwell, The Spectrum

Photo: Gary C. Klein, Sheboygan Press



Photo: Amber Mohmand, Des Moines Register

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**16** PEACE, JUSTICE AND STRONG INSTITUTIONS

# Commitment

Through trusted, fact-based journalism that adheres to the highest ethical standards, Gannett is steadfast in its commitment to expose wrongs, shine a light on threats to fundamental freedoms, and seek solutions that empower citizens to hold their governments accountable.

## Targets

Leveraging our unique local-to-national footprint, we will continue to develop deep enterprise and data-driven reporting that:

- Illuminates the causes and effects of the climate change crisis.
- Provides authoritative coverage of threats to voting rights.
- Seeks to hold governments accountable and transparent through a relentless fight for open meetings and open records.



Photo: Kelly Wilkinson, IndyStar

# People

Reduce inequality within and among countries.

10 REDUCED INEQUALITIES



Photo: Lisa Scalfaro, Kent Ravenna Record-Courier

Photo: Saul Young, Knoxville News Sentinel



Photo: Mike Fender, The News-Herald

10

REDUCED  
INEQUALITIES

## How are we working toward our commitment?

### Increasing transparency

Gannett shares our global workforce demographics both internally and externally biannually. In the first quarter of 2021, we also launched our [Inclusion Report](#), which represents our first installment of an annual report focused on our inclusion, diversity and equity efforts. It outlines current workforce diversity data as well as the steps we are taking to achieve our goals by 2025.

### Increasing our reach in underserved communities

We have increased the proportion of journalists assigned to cover social justice, racial and gender disparities and inclusion through the creation of 20 national and 40 regional positions devoted to coverage of these areas. Newsrooms also have launched newsletters aimed at reaching communities of color, including Black Tennessee Voices, Latino Tennessee Voices, [Eight Nations](#) for Indigenous communities in Montana, and [La Estrella](#), IndyStar's first newsletter in Spanish.

### Launching our Inclusive Newsroom Program

This 10-week training program educates news leaders on ways to better connect with underserved communities and engage in more effective conversations across differences including race, ethnicity, gender and sexual orientation. Multiple Gannett newsrooms have launched mobile newsrooms and Digital Advisory Groups aimed at fostering relationships with underserved communities. In one such example, Columbus Dispatch reporters are spending workdays in libraries in parts of the city that had not been well covered to hear stories and show journalists are committed to covering those communities.

### Retooling our people-and community-centered coverage

To address the fact that our past crime coverage distorted perceptions by not covering the richness of lived experience in marginalized communities, we committed to repairing relationships in those neighborhoods. [We have retooled](#) how we address public safety coverage in our communities [to transform](#)

from police-based, press-release-based and process-based approaches to reporting that is [people-centered](#) and community-centered. **Some of our initial steps have included:**

- Reducing our use of police-supplied mugshots.
- Ending publication of police blotters.
- Training local newsrooms, the Design Center, the Digital Optimization Teams and, soon, the Planning Teams about this shift.

### Committing to inclusivity in recruitment and reporting

We also are focused on attracting diverse talent and are working to support programs that support our mission to increase inclusive reporting. Through our partnership with the Freedom Forum, Ida B. Wells Society for Investigative Reporting and Facebook, we offer summer news internships that focus on diversity. The programs support more than 40 summer interns across Gannett news sites.



Photo: Molly Bartels, TCoPalm | Treasure Coast News

Across the Atlantic, our U.K. entity, Newsquest, has a clear and public [diversity statement](#), committing to encourage diversity in our workforce and publish news that reflects the views of the communities we serve. It also launched a diversity and inclusion committee, which will serve as a working group to help make positive changes to the business in the areas of diversity and inclusion.



Photo: Joseph Cress, Iowa City Press Citizen

## Journalism supporting this goal

**This Is America newsletter:** With a vibrant, unflinching look into current events, popular culture and key figures who define life in America today, This Is America’s goal is to spark crucial conversations and build bridges between Black people, Indigenous people, people of color and their allies.

**Transgender housing:** There is a growing trend of transgender activists trying to help themselves and find housing for one another at a time when transgender Americans face an increase in hate crimes and financial hardship.

**Women of the Year:** An ongoing project that began after seeing the response to Women of the Century. Each March, USA TODAY and USA TODAY NETWORK journalists pick a list of powerful women to profile and celebrate for their achievements.

**Famous women’s suffrage speeches come to life:** The Gannett innovation team created an augmented reality experience where audiences could hear some of the famous speeches by women’s suffrage leaders.

**Women murdered by men in the U.K.:** After the murder of Sarah Everard by policeman Wayne Couzens, which provoked widespread outrage, the Northern Echo in the U.K. published a front page of images of 80 women killed by men in the six months following her death. The front page received national praise having gone viral on social media. At the time of Sarah Everard’s death, the Northern Echo highlighted the experiences of women from across the North East, including the harrowing experiences of a Labour MP who wrote exclusively for the title about her personal experiences of domestic abuse.

**The Confederate Reckoning:** The multi-part, multimedia explanatory initiative produced by newsrooms in Tennessee, Alabama, Mississippi, Louisiana, and Arkansas is an ongoing project that explores the long shadow of racism in the American South. It won the grand prize in the Robert F. Kennedy Human Rights Journalism Awards last year.

**Wires and Fires:** The Milwaukee Journal Sentinel uncovered how suspected electrical fires disproportionately harm Black renters in the city’s most impoverished neighborhoods

and how systems at all levels of government fail to address underlying issues. In response, city, county and state leaders said this week that they are committed to doing what it takes to improve conditions.

**Magnetic Pull:** The Louisville Courier Journal unveiled an ambitious six-part series revealing how the Jefferson County, Kentucky, magnet school system has created “haves” and “have-nots” by sacrificing poorer schools so its magnets can thrive. Full of data points showing striking inequities in the system and focusing on high school students facing common challenges in vastly different environments, the project also features a mini-documentary and a six-part podcast. “Magnetic Pull” is a companion investigation to the February series “The Last Stop” that unraveled Jefferson County’s complicated legacy of “forced busing” in the name of integration.



## What's next?

Gannett is continuing to support our inclusion commitment through educating, empowering, and embracing a culture of inclusion within our workforce. Our recruitment efforts continue to expand to ensure we are attracting a diverse workforce. Our employees are driving increased engagement in our employee resource groups, launching new groups, and participating in meaningful diversity leadership programming. And our newsrooms are listening and learning from their communities so they can best connect and engage with them on the topics of diversity and inclusion.

In the U.K., Newsquest journalist Sophie Perry launched a LGBTQ+ journalism network on Facebook as a “supportive community.” The group aims to be a positive place for LGBTQ+ journalists to connect, as well as be a safe space to advise and support one another. Since launching at the end of January 2022, the group has nearly 150 members. Going forward, the aim is to run events including social meet-ups and panel discussions to further connect and support LGBTQ+ journalists across the industry.

### Our B2B Marketing Solutions business has kicked off five key initiatives for 2022 to support diversity and inclusion across the businesses in the communities we serve and in our sales-related hiring:

1. LOCALiQ is launching an affiliate program with key partners such as Bo Porter and Core Media to provide integrated and scalable marketing solutions for clients and members.
2. Local leaders are engaging with minority-owned local businesses to provide our expertise and services to help them grow.
3. Local sales leaders are being designated as liaisons to key voices in the minority business community, helping to amplify those voices through events like roundtable dinners, spotlight profiles in our publications, and our Storytellers local events series.
4. Beginning with the 2022 internship program, Gannett has partnered with historically Black colleges and universities (HBCUs) for targeted engagement events including career panels and local and national internship and career opportunities, and it is exploring marketing opportunities to further support HBCUs' aims.
5. LOCALiQ is expanding its partnerships with Facebook and SNAP to further support minority-owned businesses.



Photo: Briana Sanchez, El Paso Times



Photo: Newsquest Media Group

# Planet

Take urgent action to combat climate change and its impacts.

13 CLIMATE ACTION







## How are we working toward our commitment?

### Creating robust, accurate climate-related content

Gannett’s newsrooms have focused on climate reporting for several years, beginning with the launch of our U.S. National Climate Change Cross Team. To keep ahead of developments and issues that strike so close to home, USA TODAY has built an expanded health, climate and science reporting team that focuses beyond the news of the day to get at stories that help readers make better decisions about what’s best for them and their families. At a time when reliable information is essential, we’ve reinforced the USA TODAY Fact Check Team and are seeking to add positions to address misinformation about climate change. With 230 daily newspapers across the country, the USA TODAY NETWORK is uniquely positioned to report on how events anywhere in the country can affect our readers.

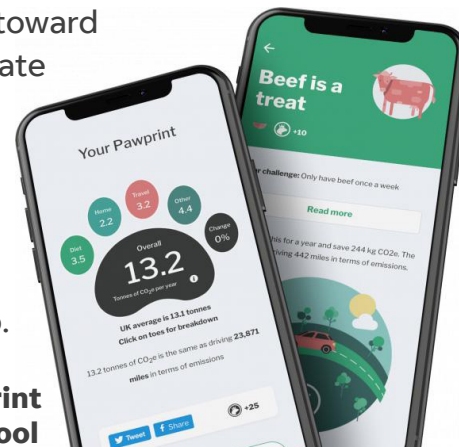
To build upon this effort, in the fourth quarter of 2021, USA TODAY launched the National Climate Change Reporting Team,

which consists of four reporters whose mission is to provide robust enterprise content specifically on climate change, sustainability and the environment for a national audience. The team will focus on educating readers with content that is insightful and easily digestible while holding elected officials accountable for decisions that impact the environment.

### Harnessing employee enthusiasm

In the U.K., Newsquest is the first news organization to sign up to Pawprint (pawprint.eco), an employee engagement tool that harnesses the passion our employees already have to fight climate change and channels it toward their organization’s climate targets. The partnership has helped Newsquest’s staff commit to carbon-reducing lifestyle changes via Pawprint’s innovate app.

**Pawprint App Tool**



### Cutting carbon from our workspaces

Globally, Gannett looks to continue to reduce the number of presses in operation by consolidating print operations, replacing equipment with more energy-efficient equipment whenever possible, and relocating employees to more energy-efficient office spaces. In the past two years, we have reduced our global footprint by 4.6 million square feet, which has in turn reduced our global energy usage. We also ensure all water discharged from our operations meet local regulatory requirements and commit to complying with all regulatory clean water standards.



Our total carbon footprint for FY21 was

**92,518**  
tCO2e

**SCOPE 1**  
27,960

**SCOPE 2**  
64,558



Source	tCO2e	tCO2e%
Electricity	64,558.33	69.78%
Gas	17,164.11	18.55%
Refrigerants	995.10	1.08%
Liquid Fuels	3,103.94	3.35%
Company-owned Vehicles	6,696.42	7.24%



**98.99%**  
Renewable Energy (UK)

**13.48%**  
Renewable Energy (US)

Natural gas usage is representative of **38.74%** of our overall square footage (US)

Electricity usage is representative of **42.62%** of our overall square footage (US)

The UK has accounted for **100%** of emissions across both scope 1 and 2

### Measuring our environmental impact

In 2015, world leaders backed the Paris Climate Change Agreement with the aim of tackling global warming. To avoid the worst effects of climate change, scientists warned that average global temperatures should not be allowed to rise more than 2.0°C, but ideally below 1.5°C.

To achieve this, we need human-generated carbon dioxide to reduce by 45% by 2030 and reach net zero by 2050. Gannett recognizes the fact that urgent action is needed by businesses, including Gannett, to mitigate the risks associated with climate change. Gannett has a unique ability to educate through journalism and we believe our impact can be meaningful given our global reach across 676 communities in the U.S. and U.K.

This year, for the first time, we are reporting on our carbon emissions. Our first step has been to capture data associated with our Scope 1 and 2 emissions, which includes energy and fuel usage data. We are capturing only raw data, without the use of averages or extrapolations. We want to be credible and transparent in our results and will work with our partners and suppliers to retrieve as much data as possible this way.

### Our reductions this year

Gannett and its U.K. subsidiary, Newsquest, are committed to environmental protection and sustainability within their own operations, actively working to minimize energy use and water use. Each of their policies can be found online here: [U.S. policy](#), [U.K. policy](#).

- During 2021, Gannett reduced its use of electricity and natural gas by 22% and 19%, respectively, as compared to the prior year.
- We have significantly reduced our water usage in our operations by switching to dry/chemical-free methods of photo and plate processing. We use violet/low VOC (volatile organic compound) chemicals in our processes, which are drawn off before any water is discarded. Process chemicals are captured and held for pickup/recycling before water disposal. We have either discontinued onsite truck washing to prevent contaminated runoff or required that the runoff be collected and disposed of properly. During 2021, Gannett reduced its water usage by 20.18% as compared to the prior year.

These reductions are a small step toward our goals. Measuring our carbon footprint and using it to identify high-impact areas will enable us to create a plan to accelerate our progress.





## Journalism supporting this goal

Gannett’s U.S. sites published more than 270 stories, newsletters and major projects about climate change and the environment in 2021 that collectively reached 12 million people. Some examples include:

**Downpour:** A yearlong project investigating extreme rain and drought patterns across the U.S. that created a powerful series of stories and graphics that helped readers understand how rising temperatures are driving precipitation changes and how the consequences connect us all.

**Rising tides:** In the sea islands off North Carolina, South Carolina, Georgia, and Florida, rising tides are risking the Gullah Geechee Cultural Heritage Corridor. The sea levels risk displacing millions of people. Holding onto the land is an economic and heritage preservation tool, in addition to being a way to save the coastline from a more existential threat.



Photo: Newsquest Media Group



Photo: Chris Caldwell, The Spectrum

**Scientists created the world’s whitest paint. It could eliminate the need for air conditioning:** The world’s whitest paint has been created in a lab at Purdue, a paint so white that it could eventually reduce the need for air conditioning.

**Wind farms:** A Solutions Journalism series about the nation’s first utility-scale offshore wind farm and the birth of a green industry for Cape Cod and southeastern Massachusetts.

**Climate Point Newsletter:** The USA TODAY Network publishes a weekly newsletter called Climate Point that curates content about the environment, sustainability and climate change from across the network for a national audience. The newsletter reaches subscribers through their inboxes. It also is published online at USA TODAY for a wider reach.

At Newsquest, key stories included:

**COP26:** The Herald newspaper in the U.K. has firmly established its position at the forefront of mainstream climate change coverage in Scotland. As the eyes of the world descended upon Glasgow for COP26, The Herald’s journalism included collaborations with the New York Times Climate Hub, bespoke publications in English and Spanish, the delivery of the Scottish government’s Scotland’s Contribution to COP event and the launch of The Herald’s 100 Days of Hope campaign, providing a platform for people and organizations to tell their story in the fight against climate change.



**The OnePlanet:** The Hereford Times in the U.K. launched a weekly platform focusing on environmental issues. The OnePlanet pullout contains a mix of news, comment and campaigning as well as showcasing the work of local people, from community volunteers to citizen scientists and local firms working hard and effectively to respond to the challenges of climate change.

## What's next?

Gannett is launching a sustainability-focused employee resource group (ERG) to coincide with Earth Day in April 2022. The interest in this ERG came from conversations among our employees as we began exploring how to formalize our sustainability efforts and create this report. We are excited to have this ongoing effort championed by employees from around our company who are deeply engaged with our communities.

To increase our commitment to sustainable sourcing, Gannett is expanding our current Forest Stewardship Council® (FSC®) Chain of Custody certificate scope under license code FSC®-C125108 and pursuing Programme for the Endorsement of Forest Certification® (PEFC®) and Sustainable Forestry Initiative® (SFI®) certifications. Following standardized audit procedures, Gannett pressrooms will have the ability to order and receive sustainably sourced paper. Gannett will only use the FSC®, PEFC® and SFI® logos on printed products that are specifically identified as FSC®, PEFC® and SFI® certified.

Gannett's U.S. National Climate Change Cross team will be expanding its premium-level stories on health care and climate trends aimed at helping readers understand the issues that most affect them. These will include more explainer articles to provide broader context to news in health, environment and science and include in-depth analyses that explore questions of how and why health and climate trends matter to our readers.



# Communities

Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



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Photo: Newsquest Media Group

Photo: Danielle Farhizkaran, The Record | northjersey.com

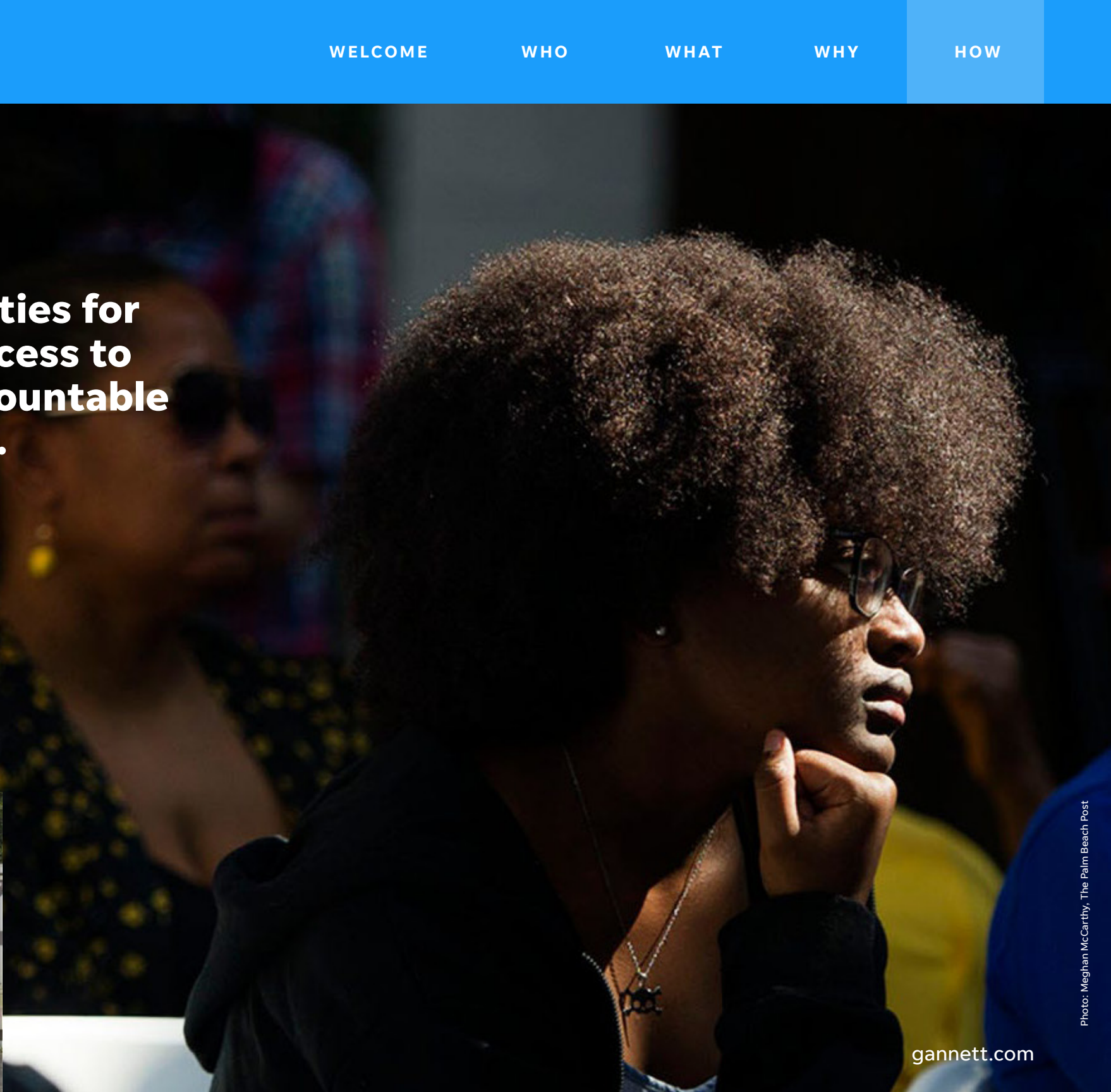


Photo: Meghan McCarthy, The Palm Beach Post

## How are we working toward our commitment?

### Fighting for transparency

Gannett has a long history of fighting for public records, transparency and access — often in the face of strong headwinds and legislative battles over changes to public records laws. This work is core to our mission, and several recent examples of our efforts are defined below:

- In Arizona, we took Cyber Ninjas—the firm hired by the Arizona Senate to conduct a review of the presidential election — to court because it refused to provide records from the review. Although we still don't yet have those records, we've gained significant wins in court, including a ruling that the company pay sanctions of \$50,000 a day until we get the records. The Arizona Court of Appeals also awarded The Arizona Republic more than \$31,000 in legal fees to be paid by Cyber Ninjas.

- In Detroit, we also sued and won over records pertaining to a political battle. The Michigan Supreme Court [has ordered](#) the state's redistricting commission to release records the commission withheld from the public while drawing proposed congressional and legislative districts.
- In Worcester, Massachusetts, a judge found the city acted in bad faith by illegally withholding police records from the Telegram & Gazette in 2018 and making misrepresentations in court. The city was ordered to turn over the records and pay \$5,000 in punitive damages and 20 times that amount in legal fees.
- The Ventura County Star prevailed in its lengthy battle for [video and audio footage](#) from a 2018 mass shooting at the Borderline Bar & Grill in Thousand Oaks that left 12 people dead.

### Helping our communities navigate the COVID-19 pandemic

The past two years have been extremely challenging for our communities and the world as we have navigated through the COVID-19 pandemic. The demand for trusted, high-quality journalism has been higher than ever before, and our newsrooms quickly responded to meet this demand and the needs of our communities. USA TODAY launched a new section titled "Nation's Health" to focus exclusively on health concerns across the U.S., which generated more than 650 million views within the first three months of the pandemic (March-June 2020). The USA TODAY NETWORK also launched newsletters across 35 of our local markets that reached 160,000 subscribers during their peak.



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Photo: Patrick Dove, Treasure Coast



Photo: Greg Wainford, Erie Times-News

## Journalism supporting this goal

### **Child sexual abuse in Northern Ireland:**

The Impartial Reporter won The Regional Media Award at the 2020 Amnesty International U.K. Media Awards for its investigation into historical child sexual abuse in Fermanagh. As a result of this journalism, the Police Service of Northern Ireland is investigating 58 cases against 61 suspects and has made 14 arrests to date.

**Defending our journalists:** In May 2020, Des Moines Register journalist Andrea Sahouri was arrested and criminally charged while covering George Floyd protests in Des Moines. The charges went to trial and were widely criticized as an attack on press freedom. Gannett funded Sahouri's defense, which after a three-day trial resulted in her acquittal on all charges.

**America Talks:** In partnership with the #ListenFirst Coalition and My Country Talks, Gannett hosted a two-day virtual event in 2021 focused on bridging the political divide called America Talks. Since 2019, Gannett has supported ongoing research, analysis, and reporting on the issues dividing America along with providing solutions for finding common ground.

**Escaping the Taliban:** The story of the fall of Kabul and the harrowing tale of a female reporter who faced death had she not been able to escape. Fatema was a journalist for one of Afghanistan's leading news agencies and a freelance reporter for USA TODAY who shares her incredible story of her escape from Afghanistan.

**California oil producers fined:** The Desert Sun and ProPublica partnered on investigative reporting that found that despite receiving money for dozens of new staff and a shift in mission to focus on safety and the environment, many companies continue to violate California's oil and gas rules with impunity. Despite fines, risky wells are still active near homes, and the agency has a poor track record on collecting penalties.

**Breonna Taylor's death:** The Louisville Courier Journal's in-depth coverage of Breonna Taylor's death led to international outrage, the demand for criminal justice reform, and earned the newsroom a 2021 Pulitzer Prize finalist spot in the Breaking News and Public Service categories. The Courier Journal was also the winner of a Peabody Award for its joint investigative documentary with ABC News "20/20" titled "Say Her Name: Breonna Taylor."

## What's next?

In 2022, Gannett will explore ways to package our extensive coverage of the topics we are targeting to share an annual report with government leaders, public policymakers and key influencers. Additionally, we expect to create and share across our vast network a primer that clarifies voting rights and responsibilities in every state ahead of the 2022 midterm elections.

# Additional action

## Our commitment to working with suppliers

Gannett commits to leading our industry in developing a sustainable supply chain, especially as this specifically relates to our priority goals for inclusion and climate change. We have joined Support the Goals, which researches and rates suppliers' support of the goals and provides resources to help them improve. Through our membership, we have been awarded their maximum 5-star rating for not only communicating our plans, actions, and progress toward the U.N. Sustainable Development Goals but also for involving our suppliers.

In 2022, we are excited to continue to leverage our membership in Support the Goals to further raise awareness of the goals at scale with our suppliers.







**Goal 10**

Gannett is a member of the National Minority Supplier Diversity Council (NMSDC), which advocates for supplier diversity and economic inclusion domestically and globally. As one of the largest publishers in the U.S. and U.K., we are in a unique position to advance supplier diversity within our sector and are committed to doing so.

Gannett currently exceeds best-in-class benchmarks for spending with diverse suppliers. Thirty percent of our total spend is now with diverse suppliers versus the 15-20% benchmark. The majority of our spend is with small businesses (see chart for full breakdown). Gannett’s policies require inclusion of at least one minority supplier in all requests for proposal, and our next step will be to increase the percentage of our diverse spend within specific subgroups of the broader socio-economic classifications.

“As NMSDC celebrates its 50th anniversary, we have set an ambitious goal to support MBEs to achieve \$1 trillion in annual revenue generation (5% of US GDP). As the old saying goes, ‘If you want to go fast, go alone. If you want to go far, go together.’ It is corporate member leadership like that at Gannett, and their active participation in NMSDC and innovative supplier diversity programs, that will mark the turning point in the story of minority business development. Together, we will continue to create generational wealth in communities of color while on our journey to \$1 trillion.”

- **Ying McGuire**  
CEO & President, NMSDC

**Diverse & Minority Owned Spend**

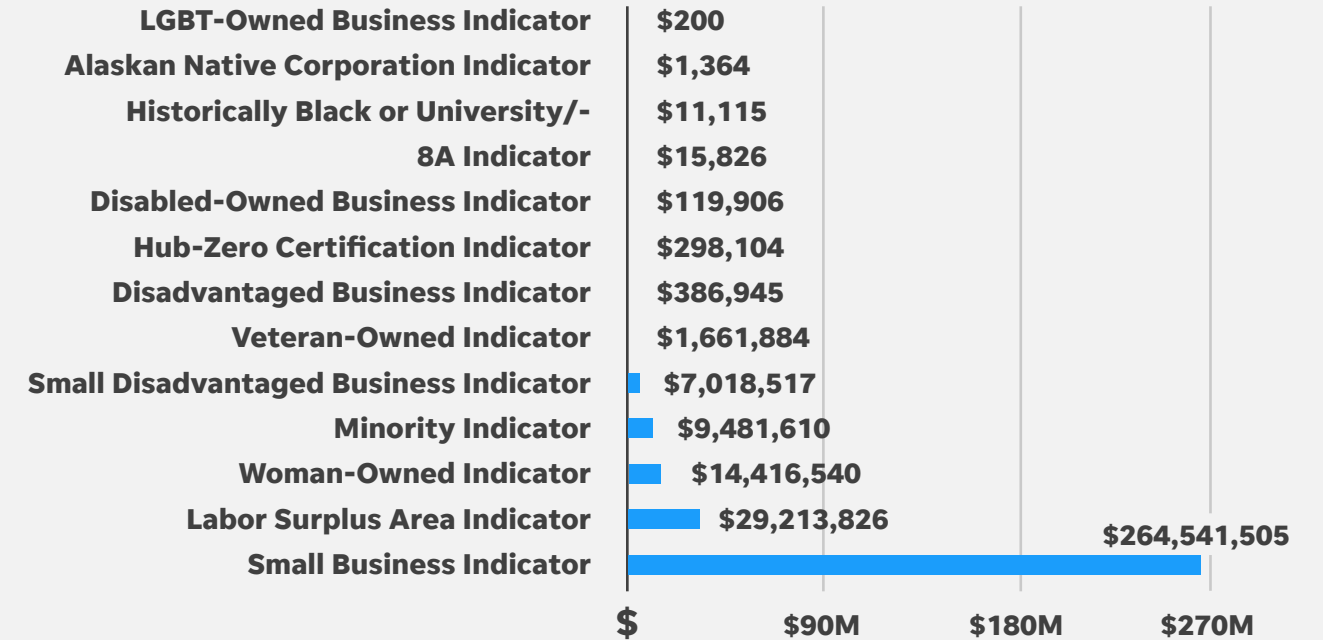


Photo: Briana Sanchez, American Statesman



**Goal 13**

We strive to incorporate sustainability throughout our supply usage and supply chain. All contract terms and conditions require compliance with applicable statutory and regulatory requirements.

Gannett uses only aluminum plates in our printing processes. Our used aluminum plates are collected and returned to suppliers for recycling to reduce waste, with more than 3.1 million pounds of used aluminum returned for recycling last year.

We also engage with our energy contract consultants to monitor, measure and ultimately reduce our water use. We capture contaminants, contain them and recycle them safely.

To further encourage sustainability among our suppliers, we award our Supplier of the Year and Quality Supplier of the Year annually. Recipients undergo an extensive review of survey scores provided by all pressrooms and Gannett Supply. The survey ranks suppliers in the areas of quality, delivery, service, and environmental sustainability. As part of this award, Gannett issues a \$10,000 charitable donation to the winning producer's choice. In past years, the donations have supported organizations like Second Harvest, Western Regional Hospital Foundation, Youth Emergency Services of Pend Oreille County (Y.E.S.), as well as local community nonprofit organizations.

# Giving back

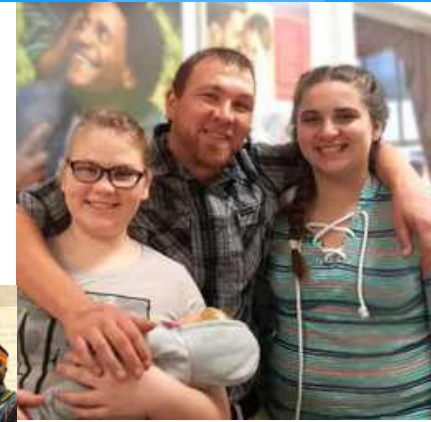
## Gannett Foundation

Through the Gannett Foundation, Gannett’s nonprofit arm, we support the development of diversity in the journalism field, invest in issues important to our employees, and provide opportunities and a national platform for consumers to raise ideas and community solutions. In 2021, the Foundation granted \$3.2 million across the U.S. and U.K. supporting initiatives in hunger, housing, mental health, education, and maternal health. Some highlights include:

- Gannett’s Employee Resource Groups distributed \$50,000 in grants as part of the company’s social impact initiative. The intent is to align a portion of the Foundation’s grantmaking with Gannett’s values supporting our inclusion, diversity and equity initiatives as well as underserved communities. In 2021, it supported nonprofits across the U.S. such as the Asian American Foundation, True Colors United, and the Boys and Girls Club of America.
- In 2021, The Foundation’s “A Community Thrives” grantmaking and crowdfunding program gave \$2.3 million in grants and crowdfunded \$3.1 million from more than 24,000 donors to support hundreds of nonprofits in and around the communities our media serves.
- The Foundation supports increasing diversity in the field of journalism through its Media Grants program, which supports recipients such as:
  - The Poynter Institute’s Leadership Academy for Women in Digital Journalism, which increases graduates’ earning potential,



Ruling Our Experiences



South Carolina Center for Fathers and Families

enhances their management skills, and leads to professional growth, as measured by roles, earnings and responsibilities.

- The Sports Journalism Institute’s Boot Camp at Arizona State University’s Cronkite School, which invests in the advancement of underrepresented populations working in sports media. To date, it has trained more than 350 women and minorities.
- The American Muslim Today Foundation, which empowers African American, Latino, South

Asian, and other Muslim women to use the media as a powerful tool against harmful negative stereo types perpetuated by the mainstream media. AMT’s project will equip Muslim women with skills to write news, features and opinion articles, giving them vocational training that will be invaluable for a career in journalism or as a means for non-journalists to express their voices and articulate opinions so they can contribute to public debate about issues of concern.

The Gannett Foundation also donated a total of £145,000 to local charities across the U.K. in 2021 via Newsquest titles. Examples of the grants include:

- In Wiltshire, the local air ambulance charitable trust needed money to support the work of the county’s air ambulance service. The Swindon Advertiser is providing a grant worth £7,659 to fund vital equipment to support patients who require emergency pre-hospital blood transfusions, improving their chances of reaching hospital alive so they can receive further emergency treatment.
- In Cornwall, Packet Newspapers is providing a grant of £10,827 to Cornwall Accessible Activities Program, a charity that supports families with a child or young person with a disability or additional needs. The charity provides activities during school holidays for families to help them make lasting memories.
- In Yorkshire, the Bradford-based Telegraph & Argus is granting £8,887 to Hearing Dogs for the Blind to help the charity provide assistance dogs to severely and profoundly deaf adults and children. The dogs offer practical assistance, emotional support and companionship, helping deaf people to leave loneliness behind and reconnect with life.
- In Scotland, The Greenock Telegraph is granting £4,979 to Greenock-based Ardgowan Hospice to enabling the hospice to improve facilities that help nursing staff monitor patients more effectively while they are sleeping. And Renfrewshire-based Erskine Hospital will receive a grant of £4,059 from Glasgow’s The Herald to support the hospital’s work in caring for more than 1,000 military veterans and their families.

**Local Network Giving**

Over the course of 2021, an additional \$6.5 million was contributed to nonprofits in and around the communities our U.S. network serves through locally driven giving programs including:

- [Seasons of Sharing](#), a partnership between the Arizona Central and the AZ Community Foundation now in its 28th year. The program raised \$1.8 million in 2021 for nonprofit organizations across the state.
- [Bell Ringers](#), a 100-year-old program in Kitsap, Wash., is a partnership between the Kitsap Sun and the Kitsap Community Foundation raising \$100,000 annually to support nine food banks.



## How we support other SDGs



### USA TODAY NETWORK Ventures supports St. Jude

#### Goal 3

Beginning in August 2020, USA TODAY NETWORK Ventures, Gannett’s events and promotions business, struck a partnership with St. Jude Children’s Research Hospital that allows race participants to donate to St. Jude during registration or raise money as they train. To date, this has raised more than \$1.2 million. The money helps ensure that families never receive a bill from St. Jude for treatment, travel, housing, or meals.

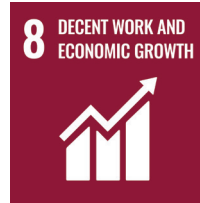


### Grants and funding to support journalism

#### Goal 4

To further expand the reach of our journalism on crucial topics that support our communities, Gannett has applied for and received numerous grants to fund reporters who cover climate change and the environment. In 2021, The Wilmington News-Star in North Carolina hired one reporter thanks to a \$65,000 grant from the 1 Earth Fund, and The Arizona Republic received an additional grant from the Catena Foundation to cover environment and sustainability in Indigenous lands. At The Arizona Republic, our reporters [won a national award](#) for their coverage thanks to this additional funding support.

Additionally, and with the intention of broadening the scope of our supplier outreach and education, Gannett will be building upon our partnership with Support the Goals and expects to define clear targets and timing goals by next year’s report.



### Supporting local business

#### Goal 8 & 11

In response to the pandemic in 2020, Gannett launched the [Support Local](#) website, a platform to help communities support and access small businesses all across the U.S. that were facing significant economic challenges amid the coronavirus pandemic. The business listings are free and include information around hours of operation, delivery and pickup options. They also allow businesses to be supported through gift cards or other special services. 42,000 businesses participated in 2020, and that number grew to more than 60,000 in 2021.



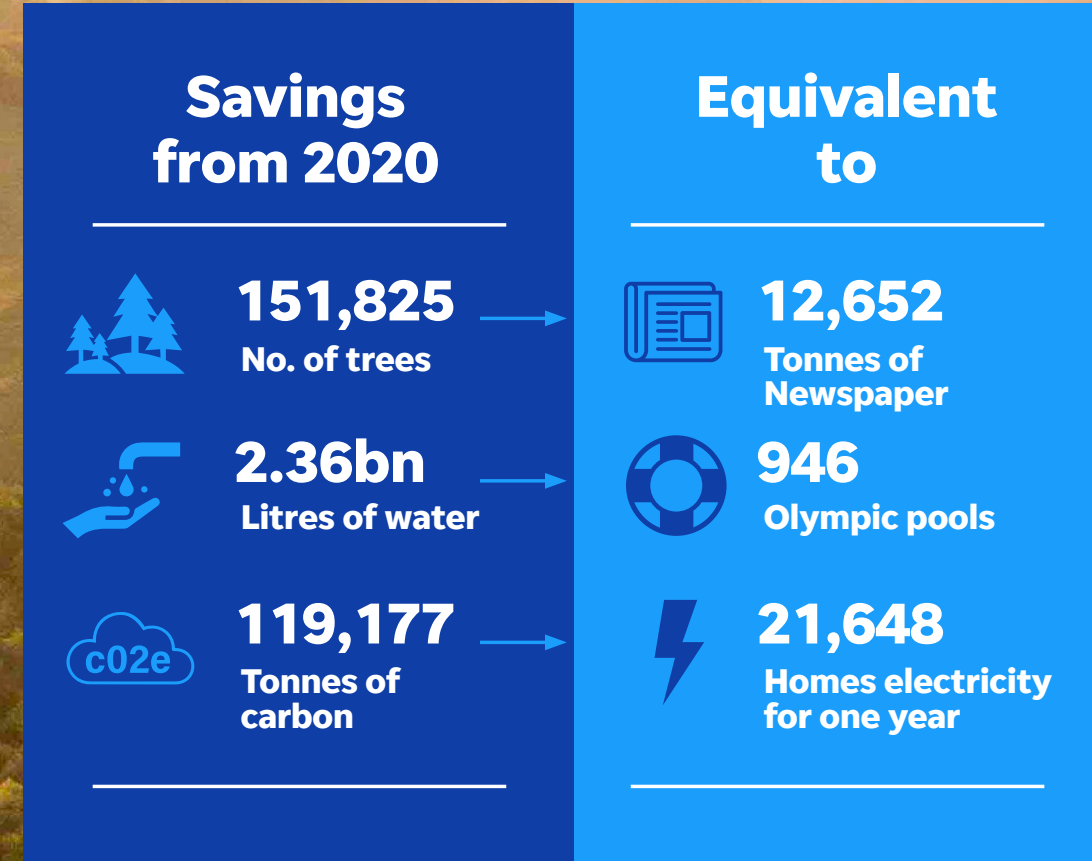
## Recycling and sourcing efforts



### Goal 12 & 13

Gannett is committed to recycling, and we are highly cognizant of our consumption of natural resources. We recycle batteries, light ballasts and other wastes and either donate or send to recycling facilities any used electronics we discard. Additionally, Newsquest follows the European Union’s WEEE Directive for disposal or recycling of electrical or electronic equipment.

As a publisher of newspapers, Gannett closely monitors and manages its consumption of paper. In 2021, our total paper consumption was about 180,370 metric tons, including consumption by our owned and operated print sites, third-party printing sites and Newsquest. Total paper consumption in 2021 was 8% lower than in 2020. Twelve percent of our U.S. newsprint purchases contained recycled content, with an average recycled content of 22%. We continue to moderate newsprint consumption and expense by using lighter basis weight paper. In 2020, basis weight and web width reductions were completed at multiple domestic print sites, helping lead to the overall consumption reduction.



# Closing statement

We are excited to have shared with you how we are formalizing our environmental, social, and governance journey at Gannett and the steps we have taken along that path. We look forward to publishing this report annually to share with you how we are building upon our commitments to reach our targets. Gannett is committed to furthering our disclosures and exploring additional standards beyond the U.N. Sustainable Development Goals as part of our journey.

## Contact

We would love to hear your feedback on our efforts and intentions, please contact us at [ESG@gannett.com](mailto:ESG@gannett.com).



Photo: Malcom Denmark, Florida Today



Photo: Newsquest Media Group

PLANET



PEOPLE



Photo: Kelly Wilkinson, Indy Star

COMMUNITY



GANNETT

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