



GES EMPLOYMENT PRACTICES

Environmental Sustainability Policy

Revised August 2024



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KEY POINTS

- This policy applies to all employees of Global Experience Specialists Limited, GES Event Intelligence Limited, and associated Group Companies (collectively “the Company”)
- This policy has been agreed upon with the Senior Leadership Team
- This policy does not form part of any contract of employment or other contract to provide services, and we may amend it at any time.

Introduction

This Environmental Sustainability Policy formalises our commitment to supporting the principles of environmental sustainability and recognises that a sustainable environment is central to our lives and our work.

GES is committed to managing its activities to promote environmental sustainability, conserve and enhance our natural resources, prevent environmental pollution, and bring about continual improvement in our environmental performance.

The aim of this Environmental Sustainability Policy is to integrate a philosophy of environmental sustainability into all the organisation’s activities and to establish and promote sound environmental practice in our operations. We will achieve this by:

- Informing staff and stakeholders of our commitment to the environment and sustainability.
- Supporting the implementation of environmental actions within our organisation.
- Monitoring the progress of those environmental actions.
- Communicating the outcome of those environmental actions to relevant stakeholders.

Who is responsible for this policy?

Line managers have day-to-day responsibility for this policy and you should refer any questions about this policy to them in the first instance.

Suggestions for changes or additions to this policy are welcome and should be reported to Head of ESG.

Environmental sustainability statement

The earth’s environment is under severe stress from uncontrolled human activity, threatening the survival of our society and the performance of GES’s mission.

GES respects our relationship with the natural environment and its ecosystems. We acknowledge the adverse impacts that human activity can impose and take actions to prevent degradation of those natural systems. We acknowledge the specific impacts of our business on the natural environment, and our responsibility as a good corporate citizen to ensure a natural environment that is sustainable.

GES commits to the following principles and practices:

- Monitoring and managing our environmental performance and working towards targets set to reduce adverse impacts.
- Complying with all relevant international, national and local environmental policy, practices, regulations and legislation, and industry-specific best practice.
- Reducing the consumption of natural resources in daily operations, including water, paper and energy.
- Maximising the recycling of resources.
- Disposing of all waste appropriately, and minimising waste sent to non-recyclable disposal sites.
- Committing to the principles of preventing pollution to the environment and continual improvement in our environmental management.
- Minimising pollution by taking steps to limit carbon emissions resulting from vehicle and air travel.
- Where possible, encouraging suppliers to meet the highest standards of environmental performance.

- Communicating this policy to all employees, contractors and other stakeholders, as well as making this policy available to the general public.
- Reporting on the company's environmental performance in both internal and external communications, where relevant.
- Reviewing this policy annually and measuring targets and performance as part of that review.

The natural environment and our assets

GES commits to increasing opportunities for nature to thrive on the assets we own, lease or manage. This includes land, water and air which we have a financial interest in, own, lease, or otherwise manage.

We are committed to biodiversity, and will work to ensure our actions on the assets we own or manage do not have a detrimental impact on the natural environment and will support biodiversity.

We will achieve this by:

- Protecting and enhancing the quality and extent of the natural environment in the assets we own, lease or manage.
- Supporting the conservation of trees, hedgerows, ponds, streams, coastal habitats and other aspects of the natural environment.
- Managing our assets and those adjacent, such as public rights of way, coastal areas, play areas, playing fields and verges, in a manner that protects and increases biodiversity.
- Introducing environmental growth opportunities and activities wherever we can on our assets.
- Banning the use of balloons, sky lanterns, inefficient outdoor heating, and other materials and activities which could have a detrimental impact on the natural environment.
- Phasing out the use of chemicals and pesticides on the assets we own, lease or manage.

We encourage the efficient use of water on all assets we own, lease or manage.

We will ensure staff and other users of our buildings are aware of how to reduce the use of water, and reuse water wherever possible.

Sustainable travel

We will promote and support modern working practices including remote working and hybrid working.

We encourage the use of digital meetings wherever possible.

We encourage staff to take public transport, cycle or walk to work wherever possible.

We support and encourage the use of electric and other ultra-low emissions vehicles.

We will actively work to reduce air travel as much as possible. Where there is a recognised business need for air travel, we will work towards offsetting our emissions for air travel.

Waste and recycling

GES commits to keeping waste to an absolute minimum by preventing, reusing, recycling or recovering waste wherever possible. We will ensure waste is sorted, stored and disposed of properly and in a sustainable manner in all of our locations.

We aspire to be a zero-waste organisation. We will achieve this by:

- Phasing out the use of single-use plastics.
- Recycling 100% of recyclable material.
- Reducing the use of non-recyclable material.
- Promoting and encourage recycling by all staff.
- Using recyclable, compostable and/or recycled products on our premises.
- Reducing the production of non-recyclable resources such as laminated or plastic based publicity material.
- Minimise the amount of printing and the amount of wastepaper.
- Using electronic communication as our primary method of communication and use an opt-in scheme for paper-based communication.
- Minimising pollution and preventing it wherever possible, including light, noise, solids, liquids and chemicals.

- Promoting the use of composting for organic waste.

Sustainable procurement

We aspire to reduce our carbon footprint throughout our supply chain. We commit to the principles of buying locally, seasonally, and making a concerted effort in all our procurement decisions to reduce the distance travelled between source and destination.

We commit to timely procurement and encourage less environmentally damaging ways for international procurement needs. When these decisions are made in a timely manner, overland or overseas shipping can be used instead of flights, which reduces the carbon footprint of the procurement spend compared to aviation.

Where air freight is unavoidable, we will monitor and record the emissions generated and seek to offset this as part of our carbon reduction plan.

We will meet the objectives of sustainable procurement by:

- Sourcing materials and services locally and seasonally.
- Ensure catering and foodstuffs are sourced from organic, local, and/or fair-trade sources.
- Ensure timber or other wood-based materials are sourced from recyclable or sustainable sources.
- Ensure all consumables such as cleaning materials and inks are eco-friendly.
- Encourage suppliers to document their sustainability policies and report their measures.
- Review existing and plan for new procurement spending within the principles of environmental sustainability.

We will encourage all suppliers to adopt principles of environmental sustainability.

Our duty to the wider world

Human activities over the past 200 years, such as the burning of fossil fuels and land clearing, have led to an increased concentration of greenhouse gases in the lower atmosphere – increasing the average global temperature and precipitating a climate crisis.

The use of electricity and gas is a key contributor to greenhouse gas emissions; however, our organisation cannot function without energy. Therefore, energy is one of the clearest and most important ways to reduce our overall emissions and is a key part of our commitment to reducing our carbon footprint.

To accomplish a reduction in emissions from energy use, we will:

- Undertake an energy audit.
- Produce a plan to reduce our energy usage.
- Produce a plan to switch to 100% renewable energy procurement.
- Investigate how wind and solar energy can be used on our assets.

We will review and reduce our Scope 1 emissions. These are emissions which occur from sources directly controlled by our organisation, such as furnaces, boilers and owned vehicles. We will produce a plan to reduce and offset our Scope 1 emissions.

We will review and reduce our Scope 2 emissions. These are indirect emissions from sources such as purchased electricity. We will produce a plan to reduce and offset our Scope 2 emissions.

We will review and reduce our Scope 3 emissions. These are emissions from our supply chain, travel and purchased goods. We will produce a plan to reduce and offset our Scope 3 emissions.

Taken together, these efforts to move towards 100% renewable energy use, and to review and reduce our emissions at Scope 1, 2 and 3, to help us reach net zero emissions as detailed in our Carbon Reduction Plan.

Information technology and sustainability

We will work towards the use of certified sustainable PCs, laptops, monitors, mobile devices, network and server hardware.

Where possible, we will source IT equipment from recycled sources.

Non-standard IT equipment will not be used unless there is an unavoidable technical requirement precluding this. Non sustainable equipment or equipment with low energy efficiency will only be used where there is no alternative.

All equipment must be disposed of correctly through an approved e-waste recycling contractor. No IT equipment should be sent to landfill or thrown out.

We will make available the use of applications and systems to reduce the need for printing paper and reduce the use of personal printers where they are not required.

Training and staff involvement

We will encourage all staff to undergo training on environmental sustainability and climate change. We will aim to raise awareness of environmental sustainability across our operations.

We encourage collaboration and involvement of all staff in our environmental sustainability efforts. Staff involvement is critical to ensuring the adoption of this policy and in our efforts to tackle climate change.

We will establish a sustainability steering group to drive involvement and stewardship of sustainability across the organisation.

United Nations Sustainable Development Goals

We are aligning our business to the UN’s Sustainable Development Goals (SDGs). The UN created the 17 SDGs in 2015 with the objective of setting universal goals that met the urgent environmental, political and economic challenges faced globally.

Whilst we recognise the importance of all 17 SDGs GES has decided to focus on the following 6 that we feel best align to our goals and objectives.

We have aligned these goals with the three key components of ESG: Environment (SDGs 12 & 13), Social (SDGs 3 & 10) and Governance (SDG 8).

We are committed to take these goals into consideration when approaching our sustainability goals as a business.

Environmental



We are aiming to align our environmental sustainability performance and goals with the SDGs 12 and 13

12. Responsible Consumption and Production- To ensure waste reduction across the company and maintain and improve our sustainable waste management.

13. Climate Action- At GES we are aiming to reducing our GHG emissions from all aspects of the business and we are doing this by integrating climate change measures into our strategies and planning, such as signing up to the 2050 Net Zero Carbon Events pledge. Additionally, we are educating all of GES’ employees to be more aware of our sustainability targets, through ESG training sessions and the creation of the ESG Committee and Champions, allowing our staff to better understand and help act towards our sustainability goals.

Social

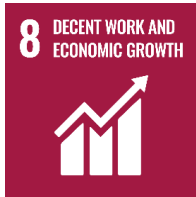


We are aiming to align our social sustainability performance and goals with the SDGs 3 and 10.

3. *Good Health and Well-Being*-We are aligning our commitment to achieving social sustainability across GES by ensuring good health and well-being for all employees at GES. One way in which this has been implemented is via the creation of the Culture Club by the HR team. The culture club is an employee led group dedicated to maintaining and improving the important things that create a great culture, as well as supporting the wider ESG commitments.

10. *Reduced Inequalities*- At GES we aim to reduce inequalities across the whole business in any way we can. As stated in our Always Honest policy, as a business we treat everyone with dignity and respect, and do not allow discrimination against employees. Additionally, we adhere to the gender pay gap difference, carry out an evaluation on equal pay analysis and have access available to D&I training.

Governance



We are aiming to align our governance sustainability performance and goals with the SDG 8.

8. *Decent Work and Economic Growth*- We are aligning our governance sustainability goals to SDG 8, as GES aims to create a strong and positive working environment, whilst also helping the business to grow.

Title:	Environmental & Sustainability Policy
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