

## Event Sustainability Development Policy

The GL events UK group plays an integral part in the events industry; designing and installing a wide range of temporary structures, modular and semi-permanent buildings. We provide complete temporary event infrastructure and overlay solutions and tiered grandstand seating.

GL events UK recognises its duty to demonstrate leadership in the field of event sustainability management by conducting its event-related activities in line with the GL events UK Sustainability Development Policy.

We aim to minimise any negative impacts from our event-related activities through the implementation of the ISO20121 sustainable events management standard, comprising the stages of the event management cycle that we can influence.

The aim and vision of the GL events UK team is to provide an inspirational approach to events sustainability within our sphere of operation. The vision and strategic objectives are supported by the principles of sustainable development. We define these as inclusivity, integrity, stewardship, transparency and legacy as referenced within our Statement of Purpose and Values.

GL events UK intends to address the objectives set out in the GL events Sustainability Policy and we believe we can make the most beneficial changes to our event-related activities by focusing on the following key themes:

- Use energy and natural resources efficiently;
- Reduce total waste produced by minimising consumption, using resources productively, increasing reuse and recycling and using refurbished, recycled, products and materials;
- Reduce the environmental impact of staff and visitor travel by promoting sustainable transport use and work with contractors to maximise the sustainability of our transport activities;
- Promote and encourage diversity and inclusion, ensuring services delivered are accessible, inclusive and appropriate;
- Protect the infrastructure of venues;
- Ensure that direct employees are paid the National Living Wage and encourage contractors to pay the equivalent.

GL events UK will ensure delivery through the following measures:

- Ensuring compliance with relevant legislation;
- Work closely with GL events UK staff, contractors, supply chain and other key stakeholders to ensure sustainability principles are integrated into event management;
- Reviewing practices to ensure we meet our sustainability responsibilities and act as an exemplar;
- Provide adequate resources to deliver against the objectives and commit to continual improvement;
- Continue to achieve a positive legacy.

The Event Sustainability Development Policy will be brought to the attention of all employees and made publicly available on the GL events UK website. It should be read in conjunction with our other management system policies.

GL events UK Management Team is committed to constantly reviewing this policy with a reconfirmation at least every 12 months

A handwritten signature in black ink, appearing to read 'Scott Jameson'.

**Scott Jameson**  
**UK Group Managing Director**

April 2020

## **Sustainable Development Principles**

The sustainable management system is based around the application of four key principles:

- **Inclusivity**
- **Integrity**
- **Stewardship**
- **Transparency**

### **Inclusivity**

The Group is committed to engage with its stakeholders both internally and externally to ensure that sustainability issues are understood and shared.

Inclusivity will be achieved through a review of the events under the scope to identify all those parties that may be designated as stakeholders under the requirements of the Standard. These parties are then collated into stakeholder groups, so that every relevant party is included within at least one group.

Being inclusive enables stakeholders to contribute their views through the use of engagement tools such as surveys & questionnaires and face-to-face meetings. It encourages stakeholders to contribute their views on an ongoing basis through regular communications, such as surveys, interviews as well as review and follow-up meetings and stakeholder engagement forums. The Group will strive to continuously improve its engagement with stakeholders. Outputs of engagement with stakeholders will be documented where appropriate.

Regular communications will also be used to communicate the Group's decisions and actions on sustainability. The Group endeavours to increase the awareness and understanding of sustainability by stakeholders as well as communicate the Group's activities and future steps that influence and can be influenced by stakeholders.

### **Integrity**

The Group is committed to promote sustainability in its own business processes, the business processes of its suppliers, contractors and the community within which it operates.

Integrity shall be achieved through dealing with all stakeholders in an open, honest and fair manner.

Integrity shall be maintained through adherence to the relevant policies and processes within the Group on issues such as bribery, malpractice, child labour and diversity and training. The Group is committed to adhering to all relevant legislation, regulations and codes of conduct that apply to the arenas in which it operates. This includes considering the impact of new legislation & regulations that may apply to the events as well as the sustainable management system. The Group aims to conduct its business with honesty, good faith, and free from fraud and deception.

Senior management shall be responsible for reviewing the management system on a regular basis. Integrity shall be maintained through regular reviews as well as internal and external audits, on an annual basis.

## **Stewardship**

The Group recognises that its activities have an impact on the environment, the economy and the community. Its mission shall be to adopt the highest standards of sustainability across the business benchmarked against the ISO 20121 standard. It is committed to encouraging and educating its stakeholders about sustainability and making decisions that, where appropriate, focus on reducing its impact on the environment.

The Group shall engage with the local communities, both on a direct basis during installation and indirectly through the venues, in order to identify any sustainability issues that will impact on the sustainable development principles. The issues identified by the Group as being key to the sustainable development principles shall be reviewed and communicated with stakeholders through the setting of objectives and targets that encourage positive stewardship of the environment, society and economy.

The Group shall allocate sufficient resources to the sustainability management system. Resource utilisation shall be monitored and reviewed on an on-going basis to ensure that appropriate resources for establishment, implementation, maintenance and continual improvement of the system are available.

The skills of those delivering the management system shall be reviewed on an on-going basis in order to identify any requirements for improvement. This shall form part of the overall sustainable development principles. As skills increase, the enhanced knowledge and experience shall be disseminated to others, in line with the Inclusivity principle. This may include sharing knowledge and skills with stakeholders. Where any skills gaps are identified, appropriate training shall be provided to ensure that the Group's staff are able to maintain the sustainable management system as part of the overall sustainable development.

## **Transparency**

The Group shall strive to increase transparency of governance.

All decisions and actions relating to the Scope shall be based upon the processes and key documents and shall be documented. The Roles and Responsibilities set out the responsibilities of those members of staff who are involved in implementing the Standard. These roles shall be communicated to members of staff through dialogue to ensure that each person understands the role they play in the sustainable events management system.

The Sustainability Committee shall maintain a record of its meetings, which shall be maintained on the Group's documentation management system (SharePoint). This shall also hold records of decisions and actions relating to sustainability made, such as the board, operational team and key individuals. Requests for information shall be considered, responded to and actioned in a timely manner.

A digital online platform (SharePoint) shall facilitate access to all relevant sustainability information and documentation relating to the Standard while ensuring transparency and providing a medium through which interested parties are able to voice concerns, questions and feedback into the system.

All decisions and actions made in respect of the sustainable management system shall be documented and where appropriate recorded. The decisions and actions shall be based upon the

processes and key documents. Information in respect of information and actions shall be available for third part audit at any time.

The Group shall strive to publish any resulting remains of an event to ensure that the legacy of each event is recorded and contributes to the sustainability commitments of the Group.

### **Statement of Purpose and Values**

The purpose of this process, is to create and deliver a sustainability management system for events, contributed to by the Group. The sustainability management system will adopt and deliver the highest standards of sustainability across events, benchmarked against the ISO 20121 standard.

Using the principles, the Group has identified its principal values as:

- Creating a working culture that encourages the promotion of sustainability and adoption of key sustainability issues.
- Enabling the personal development of staff and strengthening available resources through innovation, training and learning.
- Allocating sufficient resources to deliver and maintain the sustainable management system.
- Valuing materials and resources that impact on the GL events UK sustainability management system.
- Understanding how we can reduce our impact on the environment to ensure a sustainable industry for future growth.
- Engaging with stakeholders in a transparent and inclusive manner on sustainability principles to encourage their support and feedback or sustainable outcomes. This includes sharing knowledge and good working practices, to help stakeholders to adopt sound, sustainable management practices.
- Sourcing products and services that are produced or provided in a sustainable manner, to promote stewardship.
- Incorporating sustainability into the procurement of our products and requiring suppliers to meet these demands through tender specifications and contracts.
- Maintaining safe and healthy working conditions for staff.
- Integrating a deeper focus and knowledge of our effect on communities in which our products and services are present
- Being profitable to create long term value.
- Conducting its business with honesty, good faith and free from fraud and deception.
- Enhancing its reputation as a responsible business through supporting local communities and responsible business initiatives.
- Ensuring that its contribution to events facilitates the creation of a positive legacy.

### **Plan**

This Statement of Purpose and Values, together with the Scope and Principles form the framework from which the Sustainability Development Policy is developed.