

CORPORATE SOCIAL RESPONSIBILITY POLICY

Eventful Management GmbH is committed to balancing the company's economic sustainability alongside its social and environmental responsibilities. Our respect for people encompasses treatment of our own employees, our interaction with the communities in which we operate, and our management of the relationships within our supply chain. Equally fundamental is the care we take as a business, to nurture and protect the natural environment. This means not just managing the environmental impact of our event management and construction projects but also the steps we take as an ethical business to minimise the effect of our day-to-day activities, such as the use of natural resources and management of waste. We endeavour to manage our activities through the use of established systems and continually assess the consequences of our actions. Documentation of our integrated management system began in 2010, was formally certified to ISO 9001:2008 during 2011. Our environmental awareness policies and procedures also achieved certification to ISO 14001:2008 during the same year and both certifications were formally inspected renewed in October 2012 and September 2013. In December 2016 these systems were revised and re-certified to the current ISO 9001:2015 and ISO 14001:2015 (re-certified in December 2019) respectively and indication of our ongoing commitments to quality and environmental awareness. These policies are the direct responsibility of the company directors and are reviewed and re-certified at least annually. Objectives and key performance indicators are continuously set at appropriate levels for the areas that fall within the policy.

Health and Safety

The management of health and safety is considered to be a top level commitment fundamental to the company's operation. The directors assume responsibility for the company health and safety policy and endeavour not only to comply with both German and European standards but also to take into account national variations in the countries in which we work. Our policy arrangements aim to protect all employees, sub-contractors and anyone else that may be affected by our activities. Training on health and safety is provided for all levels of employees and sub-contractors to a syllabus in line with that approved by national training. Where necessary certified health and safety specialists or national bodies provide support and advice to management and our workforce on maintaining the highest level of health and safety standards – these initiatives have the full support and encouragement of the directors. Performance against specific health and safety objectives and targets is reported annually and includes statistical data on incidents and other key performance indicator criteria. It is our aim to maintain these statistics well below the national industry average

Training and Development

The success of our business is directly related to the investment we make in the development of our people. On-going success can only be achieved through a commitment to attract, develop and retain the best. We aim to do this through our supportive environment that allows and encourages everyone to reach their full potential.

To ensure we are all fully prepared to carry out our duties we work with a training programme where health, safety and environmental elements are mandatory. We are committed to continuing improvement in accordance with the standard guidelines.

Community Relations

Eventful Management GmbH considers its role in local communities to be an integral part of the business and we are proud of the communities we both live and work in. Our offices and staff actively seek to:

- Employ local people and utilise local sub-contractors and suppliers
- Become involved with, and where possible partner with or contribute to local business and professional forums
- Support local charities and events
- Build relationships with local schools and educational establishments

Supply Chain

In managing our supply chain, we actively seek to build enduring relationships, adopt a non-adversarial approach and create open and collaborative forms of working that deliver value for our clients and long term opportunities for our business. It is always our intention to trade reasonably and in full cooperation with our sub-contractors and suppliers. Our aim is to identify competent and like-minded organisations capable of fulfilling our expectations and sharing our corporate goals for social responsibility. Our commitments to health and safety, protection of the environment, and quality are transmitted to all suppliers and subcontractors and we encourage their active feedback.

When we have the opportunity to influence the design of a project, we encourage the early involvement of our supply chain partners in developing economical and sustainable design solutions. Site visits and other such informal audits of facilities are encouraged to develop a dialogue with suppliers and subcontractors that might further improve collaboration.

Environment

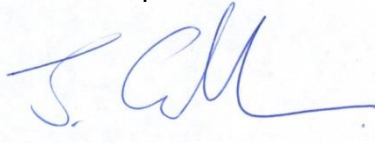
We fully recognise our responsibility to manage the impact of our activities on the environment and are committed to good environmental practice. Our management system was certified to ISO 9001:2008 in 2011 and since that time I we document and set objectives and targets annually. The quality management system was upgraded and re-certified to ISO 9001:2015 in December 2016 and again in December 2019. Our employees and subcontractors are encouraged to be actively involved in environmental awareness which is further reinforced by certification in 2016 to the updated ISO 14001:2015 (re-certified in December 2019) which we see not as a standard simply to adhere to but a benchmark to exceed. Where necessary we use advisors to provide assistance and guidance in environmental matters, including the widespread use of environmental opportunities and risk assessments on all projects. Wherever possible we will use our influence with clients and their designers to improve the whole-life environmental performance of event projects, to establish energy-efficient and sustainable solutions. This includes the specification of certified legal and sustainable timber. Waste management is of the utmost importance. We comply with and adhere to the German “Duales System Deutschland – Der Grüne Punkt” for packaging and waste management and disposal. We have carefully selected, and actively work and co-operate with re-cycling agencies who provide documented certification of their disposal and recycling activities which meet or exceed German and European standards and continuously strive to improve them or actively engage in their development. To divert waste away from landfill we operate a “reduce, re-use, recycle” hierarchy, starting with careful selection, ordering and use of materials, and actively work with our customers to encourage these aspects in their design for our production. We are committed to the measurement of our environmental impact using key performance indicators and the fulfilment of our waste minimisation strategy. We take steps to monitor our carbon footprint and are already considering sources of CO² emissions that are easily quantified, including:

- Electricity and gas usage in our offices and workshops
- Direct project and on-site fuel usage
- Use and methods of transport and travel

We are setting a target to reduce our direct carbon footprints on a continuous annual basis



Edwin Courts



John Cullen

Directors, Eventful Management GmbH

Original document created and approved February, 2010

Revised and approved January, 2011

Revised and approved February, 2012

Revised and approved January, 2013

Revised and approved January, 2014

Revised and approved January, 2015

Reviewed, revised and approved January, 2016

Revised and approved February, 2017

Revised and approved January, 2018

Revised and approved January, 2019

Revised and approved January, 2020