

Corporate Social Responsibility Policy

Eventful Management GmbH
Mühlhauser Feld 3, 85664 Hohenlinden, Germany
Revised and approved: January 2026

Eventful Management GmbH is committed to balancing economic sustainability alongside its social and environmental responsibilities. Our respect for people encompasses the treatment of our own employees, our engagement with the communities in which we operate, and our management of relationships throughout our supply chain. Equally fundamental is the care we take as a business to nurture and protect the natural environment — not only by managing the environmental impact of our event production and scenic construction projects, but also through the steps we take as an ethical business to minimise the effect of our day-to-day activities, including the use of natural resources and the management of waste.

We endeavour to manage our activities through established management systems and continuously assess the consequences of our actions. Documentation of our integrated management system began in 2010. The company achieved formal certification to DIN EN ISO 9001:2009 (Quality Management) and DIN EN ISO 14001:2009 (Environmental Management) in 2011, and both systems were upgraded and re-certified to the current DIN EN ISO 9001:2015 and DIN EN ISO 14001:2015 standards in December 2016, with subsequent annual audits and full re-certification in December 2019, December 2022 and December 2025.

These policies are the direct responsibility of the company directors. Objectives and key performance indicators are set, monitored and reviewed on a continuous basis across all areas covered by this policy.

Signed on behalf of Eventful Management GmbH:



Edwin Courts
Director



John Cullen
Director

Date: January 2026

Document Revision History

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1. Health and Safety

The management of health and safety is a top-level commitment fundamental to the operation of Eventful Management GmbH. The directors assume direct responsibility for the company's health and safety policy and endeavour not only to comply fully with applicable German and European standards, but also to take into account the national requirements of each country in which we work.

Our policy arrangements are designed to protect all employees, sub-contractors and anyone else who may be affected by our activities. Health and safety training is provided for all levels of employee and sub-contractor to a syllabus aligned with nationally approved standards. Where necessary, certified health and safety specialists or national bodies provide support and advice to management and workforce — these initiatives have the full support and encouragement of the directors.

Our key health and safety commitments include:

- Full compliance with DGUV Vorschrift 17 and all applicable German and European health and safety legislation
- Annual reporting of performance against specific health and safety objectives and targets, including statistical data on incidents and near-misses, with a target to remain well below the national industry average
- Maintenance of comprehensive event-specific risk assessments and method statements for all projects
- Proactive management of infectious disease risks in accordance with the German Infektionsschutzgesetz (IfSG) and applicable public health guidance
- Continuous review and improvement of on-site safety procedures in response to operational experience and regulatory developments

The company's full Health and Safety Policy is maintained as a separate document and is available on request. It is reviewed and approved by the directors at least annually.

2. Training and Development

The success of our business is directly linked to the investment we make in our people. Sustained success can only be achieved through an ongoing commitment to attract, develop and retain the best talent. We aim to achieve this through a supportive environment that encourages every individual to reach their full potential.

All employees and sub-contractors work within a structured training programme in which health, safety and environmental elements are mandatory. We are committed to continuous improvement in accordance with applicable standard guidelines and we regularly assess individual training needs on the basis of role requirements and risk assessment outcomes.

Our training and development commitments include:

- Mandatory health, safety and environmental training for all staff and sub-contractors prior to commencing work on any project
- Role-specific technical training to ensure all personnel are competent for their designated responsibilities
- Support for relevant professional qualifications and continuing professional development (CPD)
- Regular review of training needs in consultation with employees, informed by risk assessment outcomes and operational feedback
- Induction training for all new employees and sub-contractors covering company policies, emergency procedures and site-specific requirements

3. Community Relations

Eventful Management GmbH considers its role in local communities to be an integral part of its business identity. We are proud of the communities in which we both live and work, and we recognise that our long-term success depends on maintaining positive relationships with them.

Our offices and staff actively seek to:

- Employ local people and give preference to local sub-contractors and suppliers where quality, competence and value requirements are met
- Engage with, and where possible partner with or contribute to, local business and professional networks and forums
- Support local charities, community events and social initiatives
- Build relationships with local schools, universities and educational establishments, including offering work experience and professional mentoring opportunities
- Behave as a considerate neighbour in all locations where we operate, minimising noise, disruption and nuisance from our activities

4. Supply Chain

In managing our supply chain, we actively seek to build enduring partnerships, adopt a non-adversarial approach and create open, collaborative ways of working that deliver value for our clients and long-term opportunities for all parties. It is always our intention to trade fairly and in full co-operation with our sub-contractors and suppliers.

Our aim is to identify competent, like-minded organisations that are capable of fulfilling our expectations and sharing our corporate goals for social, environmental and quality responsibility. Our commitments in relation to health and safety, environmental protection and quality are communicated to all suppliers and sub-contractors, and we actively encourage their feedback.

Our supply chain commitments include:

- Fair payment terms and transparent commercial practices with all suppliers and sub-contractors
- Verification of supplier and sub-contractor competence, insurance and compliance with applicable health, safety and environmental requirements before engagement
- Early involvement of supply chain partners in project design and planning phases, to encourage sustainable and economical design solutions
- Regular site visits and informal audits to develop dialogue with suppliers and sub-contractors and to identify further opportunities for collaboration and improvement
- Preference for suppliers who share our values on environmental responsibility, fair employment practices and quality management

5. Environment

We fully recognise our responsibility to manage the environmental impact of our activities and are committed to good environmental practice across all aspects of our business. Our environmental management system is certified to DIN EN ISO 14001:2015, first achieved in 2011 and most recently re-certified in December 2025.

Our employees and sub-contractors are encouraged to be actively involved in environmental awareness. Where necessary we engage specialist advisors to provide assistance and guidance on environmental matters, including environmental risk assessments on all projects. Wherever possible we use our influence with clients and their designers to improve the whole-life environmental performance of event projects, and to promote energy-efficient and sustainable solutions, including the specification of certified legal and sustainable timber and responsibly sourced materials.

Waste management is a priority. We fully comply with the German “Duales System Deutschland – Der Grüne Punkt” framework for packaging and waste management and disposal, and operate a strict reduce–reuse–recycle hierarchy:

- Reduce: careful selection, ordering and use of materials from the outset; actively working with clients to incorporate waste reduction in design briefs
- Reuse: maximising the reuse of scenic and construction materials across projects wherever quality and safety permit
- Recycle: working with carefully selected, certified recycling and waste management partners who provide documented evidence of their disposal and recycling activities meeting or exceeding German and European standards

We are committed to measuring and reducing our environmental impact through key performance indicators. We actively monitor sources of CO₂ emissions including:

- Energy usage in our offices and workshops, including monitoring via our solar energy installation and Home Assistant energy management system
- Direct project and on-site fuel consumption
- Employee and company transport and travel, with a target of continuous annual reduction in transport-related carbon emissions
- Since 2024: all new company vehicles are exclusively electrically powered and charged from on-site solar energy
- Specification of sustainable and certified materials on all projects, including responsibly sourced timber

We set annual targets to reduce our direct carbon footprint and report progress against these targets as part of our DIN EN ISO 14001:2015 management review process. We are committed to continuous improvement and actively participate in the development of more sustainable practices within the live events and scenic construction industry.

6. Digital Responsibility and Data Protection

Eventful Management GmbH is committed to the responsible use of digital technology and the protection of personal data in all its activities. We comply fully with the EU General Data Protection Regulation (GDPR / DSGVO) and the German Federal Data Protection Act (Bundesdatenschutzgesetz – BDSG).

Our digital responsibility commitments include:

- Processing personal data of employees, clients and suppliers only for legitimate, specified and documented purposes, and retaining it no longer than necessary
- Maintaining appropriate technical and organisational measures to protect personal data against unauthorised access, loss or disclosure
- Providing clear privacy information to all individuals whose data we process
- Respecting the digital rights of employees, including appropriate use of monitoring and communication systems
- Using digital tools and automation responsibly and transparently, ensuring that the use of AI-assisted processes does not compromise quality, safety or data integrity

7. Equal Opportunities

Eventful Management GmbH is committed to providing equal opportunities for all employees, freelancers, sub-contractors and job applicants, and to creating a working environment free from discrimination, harassment and victimisation. We believe that a diverse and inclusive workforce makes our business stronger, more creative and better placed to serve our clients across different countries and cultures.

Our equal opportunities policy is grounded in the German General Equal Treatment Act (Allgemeines Gleichbehandlungsgesetz – AGG) and EU equality directives, and applies to all aspects of employment and engagement — including recruitment, selection, pay, terms and conditions, training, promotion, discipline and the termination of contracts.

Our equal opportunities commitments include:

- Treating all employees, freelancers, sub-contractors and job applicants fairly and consistently, irrespective of age, gender, gender identity, race, ethnicity, nationality, disability, religion or belief, sexual orientation, pregnancy or maternity, or any other characteristic protected under the AGG or applicable EU law
- Basing all recruitment, selection and promotion decisions solely on objective criteria related to the requirements of the role, and ensuring that job descriptions, advertisements and selection processes are free from discriminatory language or assumptions
- Providing equal access to training, professional development and career progression opportunities for all employees and engaged freelancers
- Ensuring that pay and working conditions are determined fairly and transparently, without discrimination on the basis of any protected characteristic
- Maintaining a workplace culture in which all individuals are treated with dignity and respect, and in which harassment, bullying and victimisation in any form are not tolerated
- Taking all complaints of discrimination or harassment seriously, investigating them promptly and confidentially, and taking appropriate action where a complaint is upheld
- Providing a clear and safe reporting channel for anyone who experiences or witnesses discrimination or harassment — reports should be made to a director and will be handled without fear of retaliation
- Reviewing our equal opportunities practices as part of the annual management review, and taking steps to address any identified gaps or areas of concern

The directors are personally responsible for ensuring this commitment is upheld throughout the organisation. Any employee, freelancer or sub-contractor found to have discriminated against, harassed or victimised another individual may face disciplinary action up to and including termination of their engagement, and in serious cases may be subject to legal action.

This section should be read alongside the company's Ethical Business Statement, which sets out our broader commitments on fair employment, modern slavery and anti-discrimination in the supply chain.

This policy is reviewed and approved by the directors at least annually. It applies to all employees, freelancers and sub-contractors engaged by Eventful Management GmbH in all countries in which we operate. The specific management systems, procedures and targets that support each section of this policy are documented separately and are available to employees, sub-contractors and clients on request.

Signed on behalf of Eventful Management GmbH:



Edwin Courts
Director



John Cullen
Director

Date: January 2026