

## Sustainability Policy

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

Eventful Management GmbH is committed to conducting its business in a sustainable manner across three interconnected dimensions: economic viability, social responsibility and environmental care. We recognise that genuine sustainability requires action in all three areas simultaneously, and that these objectives are complementary rather than competing.

Sustainability has been a core operating principle since the company's foundation, and has been formally embedded in our management systems since 2010. Our approach is certified under DIN EN ISO 9001:2015 (Quality Management) and DIN EN ISO 14001:2015 (Environmental Management), most recently re-certified in December 2025, and is reviewed and updated by the directors at least annually.

This policy applies to all employees, freelancers and sub-contractors engaged by Eventful Management GmbH in all countries in which we operate. It should be read alongside our dedicated Environmental Policy and Corporate Social Responsibility Policy, which set out the detailed arrangements for those specific areas.

Signed on behalf of Eventful Management GmbH:



**Edwin Courts**  
Director  
Date: January 2026



**John Cullen**  
Director

### Document Revision History

Date	Status
January 2010	Original document created and approved
January 2011	Revised and approved
February 2012	Revised and approved
January 2013	Revised and approved
January 2014	Revised and approved
January 2015	Revised and approved
February 2016	Revised and approved
February 2017	Revised and approved
January 2018	Revised and approved
January 2019	Revised and approved
January 2020	Revised and approved
March 2021	Revised and approved
January 2022	Revised and approved
February 2023	Revised and approved
January 2024	Reviewed and approved
January 2025	Revised and approved
January 2026	Completely revised, updated and approved — current issue

## 1. Economic Sustainability

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A sustainable business must first be economically sound. Long-term environmental and social commitments can only be delivered by a financially stable company. Eventful Management GmbH is committed to operating with financial integrity and discipline, building long-term client relationships based on trust and fair value, and investing sustainably in its people, infrastructure and capabilities.

Our economic sustainability commitments include:

- Maintaining a quality management system certified to DIN EN ISO 9001:2015, ensuring consistent, measurable service delivery that meets and exceeds client expectations
- Operating with transparency and integrity in all commercial relationships, including fair payment terms and open communication with clients, suppliers and sub-contractors
- Investing in people, tools and facilities to maintain and improve the quality and efficiency of our work
- Setting and monitoring annual operational objectives and key performance indicators, reviewed by the directors as part of the ISO 9001:2015 management review
- Diversifying our client base and service offer to ensure resilience and long-term viability as a business
- Pursuing continuous improvement in productivity and cost-effectiveness to deliver sustainable value for clients without compromising on quality, safety or ethical standards

## 2. Social Sustainability

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We recognise that our business has a direct impact on the people who work for us and with us, and on the communities in which we operate. Social sustainability means treating people fairly, investing in their development, and contributing positively to the communities and industry in which we work.

Our social sustainability commitments include:

- Providing fair employment conditions, equitable pay and a safe, respectful working environment for all employees and sub-contractors
- Investing in training and professional development at all levels, including mandatory health, safety and environmental training, and support for relevant professional qualifications
- Giving preference to local employment and local sub-contractors where quality and competence requirements are met, supporting the communities in which we work
- Engaging with local schools, universities and professional bodies to promote careers in event production and scenic construction, and offering work experience and mentoring opportunities
- Supporting local charities, community events and social initiatives in our operating locations
- Applying consistent ethical standards to all commercial relationships, including zero tolerance of bribery, corruption, modern slavery and unfair labour practices throughout our supply chain
- Ensuring equality of opportunity in recruitment, employment and development, irrespective of gender, nationality, age, disability or any other characteristic

### 3. Environmental Sustainability

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Environmental responsibility is the third pillar of our sustainability approach and is the area in which we have the most directly measurable impact. Full details of our environmental commitments, management systems, targets and performance are set out in our dedicated Environmental Policy (available on request or from our website). The key principles are summarised here.

Our environmental sustainability commitments include:

- Maintaining certification to DIN EN ISO 14001:2015, most recently re-certified in December 2025, as the framework for systematic management and continuous improvement of our environmental performance
- Actively reducing our carbon footprint across energy use, transport and logistics, with annual targets and reporting through the ISO 14001:2015 management review
- Operating our production facilities on renewable energy, including on-site solar photovoltaic generation monitored via an integrated energy management system
- Transitioning the company vehicle fleet to fully electric vehicles charged from on-site solar energy: all new company vehicles since 2024 have been exclusively electric
- Applying FSC-certified timber and VOC-free, emission-neutral paint and finishing products as standard specifications across all scenic construction work
- Operating a reduce–reuse–recycle hierarchy for all materials and waste, complying with the German Duales System Deutschland and working with certified waste management partners
- Selecting venues and suppliers with verifiable environmental credentials, and actively working with clients to improve the environmental performance of their events

### 4. Materials and Circular Economy

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The responsible selection and recovery of materials is central to our sustainability approach in scenic construction and event production. We seek to minimise the extraction of virgin resources, extend the useful life of materials, and keep them in productive use for as long as possible.

Our materials and circular economy commitments include:

- Sourcing all timber and wooden sheet materials from FSC-certified suppliers as a standard specification
- Specifying paints, lacquers and finishes that are free from acrylics, vinyl resins and harmful VOC solvents, and that are emission-neutral and allergy-free
- Maintaining a reusable materials inventory at our production facility, retaining surplus and end-of-life scenic components for reuse on future projects
- Redistributing reusable decorative products and materials into the local community, on-site or from our Hohenlinden facility, where they cannot be reused on future projects
- Promoting off-site prefabrication to reduce on-site waste, improve quality control and minimise environmental impact at event venues
- Using materials with high recycled content where practicable and quality requirements allow
- Managing all packaging waste responsibly, segregating and submitting it for recycling through authorised contractors

## 5. Supply Chain Sustainability

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We recognise that many of the most significant sustainability impacts of our work occur within our supply chain. We take active steps to ensure that our procurement practices reflect our sustainability values, and that our suppliers and sub-contractors are held to the same standards we set for ourselves.

Our supply chain sustainability commitments include:

- Actively selecting suppliers and sub-contractors whose sustainability and environmental policies are consistent with our own objectives
- Including sustainability criteria in the evaluation and approval of new suppliers, and periodically reviewing existing suppliers against these criteria
- Requiring key suppliers to provide evidence of their environmental management practices, including ISO 14001 certification or equivalent where relevant
- Communicating our sustainability commitments clearly to all suppliers and sub-contractors, and encouraging their active feedback and improvement
- Working with clients and their designers from the earliest project stage to incorporate sustainable material choices, energy-efficient solutions and waste-minimisation strategies
- Encouraging project managers to champion sustainability aims throughout the project lifecycle — from initial design brief through delivery and post-event recovery

## 6. Key Targets and Commitments

The following table summarises our principal sustainability commitments, their current status and, where applicable, the year in which they were first achieved or the target date for completion. Progress is monitored through our integrated management review process.


Commitment	Status	First achieved / target
Environmental management system (ISO 14001) certified	Achieved	2012 / re-cert. 2025
Quality management system (ISO 9001) certified	Achieved	2011 / re-cert. 2025
FSC-certified timber as standard specification	Achieved	2010, ongoing
VOC-free, emission-neutral paints and finishes specified	Achieved	2010, ongoing
Reusable materials inventory established and maintained	Achieved	2010, ongoing
Materials management system to reduce waste	Achieved	2010, ongoing
Energy and vehicle usage policy implemented	Achieved	2010, ongoing
All employees and sub-contractors trained in sustainability procedures	Achieved	2011, ongoing
Supplier sustainability criteria defined and applied	Achieved	2010, ongoing
Clients informed of Environmental and Sustainability Policies	Achieved	2010, ongoing
Operations Manager role with environmental responsibility established	Achieved	2013
Hybrid/electric vehicle transition strategy implemented	Achieved	2020
All new company vehicles exclusively electric	Achieved	2024, ongoing
Electric vehicles charged from on-site solar energy	Achieved	2024, ongoing
Annual carbon footprint reporting across all measurable categories	Ongoing	2024, target annual
100% of projects to include formal environmental risk assessment	Ongoing	Target 2026
Landfill diversion rate ≥95% across all operations	Ongoing	Target continuous
All key suppliers to hold ISO 14001 or equivalent	Ongoing	Target continuous

Progress against these targets is reviewed by the directors at the annual management review. Where targets are not met, root causes are investigated and corrective actions implemented. This policy and its associated targets are updated at least annually to reflect changes in the company's operations, the regulatory environment and best practice.

A copy of this policy, together with our Environmental Policy and Corporate Social Responsibility Policy, is available on request and on our website at [www.eventful-management.eu](http://www.eventful-management.eu). We welcome enquiries about our sustainability performance and progress at any time.

Signed on behalf of Eventful Management GmbH:

  
**Edwin Courts**  
 Director

  
**John Cullen**  
 Director

Date: January 2026