



Environmental, Social and Governance (ESG) policy

Introduction

Purpose:

Event Concept (EC) is committed to the core ESG principles that prioritise environmental issues, social issues, and corporate governance. We recognise their importance to sustainable growth, risk management, and stakeholder relations.

Scope:

This policy covers the work of The Event Concept Group Ltd and all of the brands under that management. Included but not limited to:

Event Concept Ltd.

Veevers Carter

Hive

Event Concept Inc.

The policy covers the following areas:

environmental practices,

social responsibility,

governance structures



Environmental Responsibility

Environmental Goals:

We are highly conscious of the effect our industry currently has on the environment and are determined to play our part in challenging what's possible. We have some ambitious targets initially set as part of our 2030 Pledge, and now revised to help guide us and reduce our environmental impact. Our commitments include:

- Reducing our emissions in pursuit of net zero with a long-term goal of net zero by 2050
- Becoming zero waste-to-landfill in our operations
- Removing all single-use plastic from our manufacturing process and facility

Resource Management:

We are conscious that we rely heavily on both natural and man-made resources for our event production. To ensure we achieve our mission of Impact without Impact, we work closely with our suppliers to procure sustainable, local materials wherever possible.

Our team understand that reusing materials is critical to reducing our waste and therefore design and build with circularity in mind.

We have water use reduction targets to address our water consumption and begin to lower the volume of water used by our team. The target is to reduce our use by 5% by 2030 and 10% by 2035.

Biodiversity and Conservation:

As well as ensuring we leave a minimal footprint on the environment around us, we partner with local conservation initiatives to do our bit to preserve and protect the natural world e.g. volunteering with the nature reserve local to our headquarters.

We plan to expand our biodiversity strategy to include specific targets around nature conservation/restoration. These projects will be outlined within our impact report, available on our website.



Social Responsibility

Diversity, Equity and Inclusion:

We are committed to providing and promoting equal opportunities in employment. We aim to treat employees, freelancers, partners, and consultants equally regardless of age, disability, gender reassignment, marital or civil partnership status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation ("Protected Characteristics").

We aim to provide equal opportunities and avoid discrimination in all aspects of our business and supply chain, and ensure that the talent and skills of all individuals are maximised. Our approach applies to recruitment, terms and conditions of employment (including pay), appraisals, promotion, disciplinary and grievance procedures, training, supply chain management, and procurement.

EC outlines the policies related to DEI with the 'Safe & Inclusive space' section of our [Company Handbook](#). This includes policies on:

- Equal Opportunities
- Harassment and Bullying (Dignity at Work)
- Sexual Harassment policy
- Speak Out (Whistleblowing)
- Menopause
- Transitioning in the workplace
- Modern Slavery
- Pronouns
- Reasonable Adjustment Policy

Employee Wellbeing:

We are committed to ensuring that our staff are rewarded for their work and their wellbeing is top of our considerations. EC is a London Living Wage employer ensuring that our staff are paid fairly.

Our culture committee, made up of employees throughout the business, provides the team with opportunities to relax, learn and network with other team members. They also provide the EC pantry with access to kitchen cupboard essentials, free to all staff from day one.

We have a network of Mental Health First Aiders, Mental health awareness trained staff and an in-house listening service. This is backed up by our outsourced perks and medical services.

**Community Engagement:**

All EC staff have the ability to take Volunteer Days to support a cause close to them or as part of a larger group volunteering within the community.

EC supports our local community with regular support both within local schools and local nature projects.

We have been a partner of Production Futures for the last two years, working closely to promote the industry to the next generation of talent.

We are also working with The Power of Events - Schools Engagement Program, providing ambassadors to go into schools and promote the Live Events industry.

Human Rights and Fair Labour Practices:

In line with our Modern Slavery and Human Trafficking Statement, we provide training to our staff to spot unfair labour practices including modern slavery. This is reviewed throughout our supply chain, especially when working outside the UK, ensuring that they also sign up to our Supplier code of conduct. When using freelance staff we ensure that these policies are shared and they also sign up to our Freelancer code of conduct.

Governance**ESG Structure and Accountability:**

ESG matters will be reviewed externally on an annual basis as part of our ISO Management Systems. ISO management is conducted by the Operations Director and a dedicated compliance team made up of key members of staff from throughout the business.

Ethics and Transparency:

All staff are trained in anti-corruption, bribery, and conflicts of interest. Specific policies exist within our [Company Handbook](#) including a speak out policy and ways of anonymously reporting (Whistleblowing).

EC remains committed to being transparent within our annual reporting on ESG matters. Our annual impact report will be published on our website.

Risk Management:

ESG factors are always considered as part of EC business risks and logged onto our Risk Register.

**Stakeholder Engagement:**

We utilise the annual impact report as our main communication, both internally and externally. Our staff also have additional engagement via our Green Team, Culture Committee, Company Updates and regular internal communication. The Leadership team will be regularly updated by the Operations Director. The board will be updated by the Managing Director.

Auditing & Reporting

Auditing:

EC ensures that in addition to regular internal reviews, we will also audit our ESG policies and procedures via external auditors. This will include, but is not limited to:

- Citation - ISO Management Systems (9001 – Quality, 14001 – Environmental, 27001 – Information Security, 45001 – Safety)
- SafeContractor – H&S
- Positive Planet – Environmental
- Ecovadis – Environmental
- BCorp – ESG
- Carbon Literacy Project – Environmental

Reporting:

EC commits to publicly reporting on all of our ESG practices on an annual basis. This will be in the form of our Impact Report available on our website.



Roles & Responsibilities

Managing Director

The Managing Director provides the overall guidance and oversight on ESG strategies, ensuring that ESG considerations are aligned with the company's long-term objectives. The Managing Director will approve the final ESG report before it's made public, ensuring the accuracy and transparency of the information provided.

Operations Director

The Operations Director leads on ESG. The Operations Director will provide strategic direction for ESG initiatives and ensures that ESG priorities are integrated into the company's overall strategy, working closely with other teams to establish ESG goals and measure progress. Responsible for the implementation and review of this policy, they engage with internal and external stakeholders (board, employees, customers, regulators) on ESG matters and help communicate progress.

Sustainability Lead

The Sustainability Lead focuses on the environmental aspects of ESG, including sustainability efforts, waste management, energy use, carbon emissions, and conservation. They collect data related to environmental performance and ensure that it is accurately reflected in the impact report. They also ensure the company complies with environmental laws and standards, which is a key component of the impact report. In addition, they focus on the social aspects of ESG, helping to shape our charitable giving policy and community engagement program.

People Director

The People Director plays a strategic role in shaping the end-to-end employee experience, ensuring that people practices align with the company's broader ESG and business objectives. They are accountable for fostering a culture of inclusion, wellbeing, and continuous development, and for embedding these values across the employee lifecycle—from recruitment and onboarding to retention and offboarding. They track key social metrics, such as employee satisfaction and DEI metrics, and ensure they are included in the impact report.

**Marketing Team**

The Marketing team help craft the company's ESG messaging and ensure it is communicated effectively to stakeholders, including customers, the board, and the public. They assist in designing and distributing the final impact report in a user-friendly format, making sure the company's ESG achievements and goals are communicated clearly. The team engages with stakeholders to ensure the company's ESG efforts are well understood and to improve public perception of the company's ESG practices.

Data & Systems Team

The Data team gather and analyse data from various areas of the business (sustainability, social impact, governance) to track progress toward ESG goals. They assist in developing key performance indicators (KPIs) and benchmarks to measure ESG success, and ensure that proper tools and systems are in place for accurate data collection and reporting.

Employees

Employees, at all levels are encouraged to contribute to ESG efforts. EC will ensure appropriate training and resources are available.

External Consultants or Auditors

Where appropriate EC will engage with external consultants to advise on best practice and assist with the reviewing of data.

External auditing will be undertaken, specifically in relation to our ISO management systems.

Suppliers

Work with suppliers and partners to ensure they adhere to similar ESG standards and encourage improvement in their practices.



Policy Review, Updates and Document Control

Periodic Review:

This policy will be reviewed on an annual basis and the latest version shared directly to the leadership team and made available to the whole group via our internal platforms. This is to ensure that continuous improvement of ESG practices are always reviewed and actioned.

Feedback Mechanisms:

All stakeholders can provide feedback on the policy, its implementation and suggested improvements by contacting the ESG team outlined within the policy.

Document Control:

Version	Description of Change	Author	Approved by	Date
0.1	Document Created (Combining previous policies)	Adam Wright		20/01/2025
1	Document completed and issued to employees	Adam Wright	Adam Stanley	16/07/2025