



Corporate Responsibility

1 INTRODUCTION

Our business is driven by shared beliefs and our core values of Detail, Care, Value and Fun which ensure the commitment of all those involved to everything we do. We recognise that we must integrate our business values and operations to meet the expectations of our stakeholders. They include employees, customers, suppliers, the community and the environment. We aim to establish a rewarding working environment for our employees and an awareness of the wider community.

2 SCOPE

Our core activity is the staging of events and we are heavily aware of the negative impact this industry can have on the environment. We are therefore committed to working closely with our chosen venues and contractors, as well as our clients, to minimise the impact of our events wherever possible.

We are committed to the following CSR principles:

Our People

- We believe in caring for our employees and are committed to delivering a competitive and fair employment environment with the opportunity to advance.
- We are passionate about developing our culture of learning and achievement to give us the knowledge, skills, attitudes, behaviours and experience to achieve high performance and results and also to help build our careers and CVs.

We believe:

- in diversity in job experience
- opportunities will always be there
- every person has potential
- in supporting peoples' desire to grow and develop
- in achievement through learning
- in committing to thinking and acting in ways that match our values

We consistently deliver success for the business and our people through a variety of interactive and engaging learning events for us all.

Our people are supported through:



- A performance appraisal process and transparent recruitment and promotion practices
- Promotion of healthy work practices. For example, providing the right chairs and equipment, and healthy incentives
- Review of salaries to ensure that pay is comparable for the work achieved
- Regular training and skill development sessions

We consistently deliver success for the business and our people through a variety of interactive and engaging learning events for us all.

We consider teamwork both on a local and on a community level essential to the overall strength of our organisation. We want to positively contribute to the social and economic wellbeing of those communities within which our business operates.

We are committed to encouraging staff to contribute voluntary time to their community, in any way that serves a broad social responsibility or benefit.

3 ENVIRONMENTAL POLICY

Our aim is to incorporate environmental considerations as part of our broader business objectives. Throughout the company, employees are actively encouraged to ensure conservation of energy and resources through awareness campaigns led by a central CSR group.

Our staff are provided with recycling bins so that they can recycle office waste. Staff are also encouraged to reduce their own CO2 emissions by cycling to work and we offer bike storage facilities wherever possible. Within the United Kingdom.

Our CSR group reports to all our staff relating to our formal environmental policy and actively encourages staff to send suggestions on how our impact on the environment could be reduced.

4 CHANGE HISTORY RECORD

Issue	Description of Change	Author	Approval	Date of Issue
1	Initial issue	Holly Roberts	Antony Greenberg	12.01.2020
2	Change of format	Rachael McDougall	Nicola Neal	16.08.2021