



Owl Live Corporate Responsibility Policy

What we believe

Our business is driven by shared beliefs and our core values of Detail, Care, Value and Passion 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.

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.

Environmental Policy

Our aim is to incorporate environment considerations as part of our broader business objectives. Throughout the company, employees are actively encouraged to ensure conservation of energy and resources.

Within the office, 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. All staff are actively encouraged to send suggestions on how our impact on the environment could be reduced.

We aim to use sustainable event management practices in all projects, and produce our events with particular concerns for environmental, economic and social issues, incorporating these best practices into all decision making in the planning, organisation and implementation of projects. The process should involve all key stakeholders in the project, such as clients, venues, sub-contractors and suppliers.

Events are highly resource-intensive and our aim is to reduce the negative environmental impact as much as possible. We can do this in a number of ways including waste minimization. Our mantra is **Reduce, Reuse, Recycle**. An example may be the use of stage sets. We reuse the frames and coverings as much as possible until they reach end of life and are then recycled. The panels that are made from wood are recycled, and the plastic coverings that are used for transportation are reused as much as possible to reduce and minimize the environmental impact overall. Our aim is to prevent waste from being created in the first place and not using disposable products or diverting waste from landfill / incineration through recycling, salvage and repurposing.

Another way to minimize environmental impact is through emissions reduction. We aim to have the lowest Carbon Footprint possible. The impact of the audience's travel is always seen as the largest factor on the footprint and so would always recommend use of public transport, car sharing, coming on foot or bicycle wherever possible. We also aim to promote paperless events by using today's available technology (i.e. replacing paper agendas etc. with apps on smartphones or tablets).

We are also considerate of other high impact factors such as the venues / caterers that we use. We ensure that the choice of destination, accommodation and venue is suitable for the requirements of the project and keep in mind the travel implications for the attendees. We always aim to use local suppliers to reduce Carbon Footprint and promote local economy. We always investigate the venue's and caterer's environmental policies with them before contracting, e.g. what percentage of their waste is recycled? What are their methods for reducing and reusing items to minimize waste? Do they provide recycling bins both front and back of house?

Overall we always ensure that we use venues (including accommodation), suppliers, sub-contractors that align with our principles with sustainability and CSR.