



Environmental, Social & Governance Policy

Revised January 2026



Environmental, Social and Governance (ESG) Policy

KEY POINTS

- This policy applies to all employees, suppliers & service providers and workers of Global Experience Specialists Limited, GES Event Intelligence Limited, and associated Group Companies (collectively “the Company”)
- This policy outlines the collective approach towards environmental, social and governance issues and how they should be addressed and managed.
- Compliance in accordance with required regulations and company relevant ISO20121:2024 and ISO45001 Accreditations

Introduction

This Environmental, Social and Governance (ESG) Policy formalises the Company’s commitment to supporting the principles of environmental and social sustainability and ensuring responsible governance behind our policies are robust.

The Company is committed to managing its activities to promote sustainable development, environmental sustainability, conserve and enhance our natural resources, prevent environmental pollution, and bring about continual improvement in our environmental performance. We also understand the impact and importance of social inclusion, accessibility and wellbeing and seek out opportunities to enhance these across the communities we work in.

The aim of this ESG Policy is to integrate a philosophy of environmental and social sustainability into all of the organisation’s activities and to establish and promote sound environmental practices in our operations as well as those of our value chain.

Collectively we will achieve this by:

- Sharing our commitment to the environmental and social sustainability across our Value Chain
- Supporting the implementation of actions across our organisation that promote
 - Strong responsible governance
 - Integrity across all social activities
 - Commitment to reduce our environmental impact
- Monitoring the progress of these actions.
- Establishing short, medium and long term sustainable development objectives.
- Complying with all legislations applicable to the Company.
- Working with our Stakeholders in order to drive sustainable practices throughout our value chain

Environmental sustainability statement

The earth’s environment is under severe stress from uncontrolled human activity, threatening the survival of our society and the performance of The Company’s mission.

The Company respects its relationship with the natural environment and ecosystems and acknowledge the adverse impacts that human activity can impose and take actions to prevent degradation of those natural systems. We acknowledge the specific impacts of our business on the natural environment, and our responsibility as a good corporate citizen to ensure a natural environment that is sustainable.

The Company commits to the following principles and practices:

- Monitoring and managing our environmental performance and working towards targets set to reduce adverse impacts.
- Complying with all relevant international, national and local environmental policy, practices, regulations and legislation, and industry-specific best practice.

- Working towards specific United Nations Sustainable Development Goals and aligning long, medium and short term objectives.
- Reducing the consumption of natural resources in daily operations, including water, paper and energy.
- Maximising the recycling of resources.
- Disposing of all waste appropriately, and minimising waste sent to non-recyclable disposal sites.
- Minimising pollution by taking steps to limit carbon emissions resulting from vehicle and air travel.
- Where possible, encouraging suppliers to meet the highest standards of environmental performance.
- Communicating this policy to our stakeholders, as well as making this policy available to the general public.
- Reporting on the Company's environmental performance in both internal and external communications, where relevant.
- Reviewing this policy annually and measuring targets and performance as part of that review.

The natural environment and our assets

The Company commits to increasing opportunities for nature to thrive on the assets we own, lease or manage. This includes land, water and air which we have a financial interest in, own, lease, or otherwise manage.

Sustainable travel

We promote and support remote working and hybrid working and encourage the use of digital meetings wherever possible. We have ongoing incentives for staff to take public transport wherever possible plus support and encourage the use of electric and other ultra-low emissions vehicles.

Waste and recycling

The Company commits to keeping waste to a minimum by preventing, reusing, recycling or recovering waste wherever possible. We will ensure waste is sorted, stored and disposed of properly and in a sustainable manner in all of our locations.

Energy use

The use of electricity and gas is a key contributor to greenhouse gas emissions; however, our organisation cannot function without energy. Therefore, energy is one of the clearest and most important ways to reduce our overall emissions and is a key part of our commitment to reducing our carbon footprint.

Information technology and sustainability

We will work towards the use of certified sustainable PCs, laptops, monitors, mobile devices, network and server hardware. All equipment must be disposed of correctly through an approved e-waste recycling contractor. No IT equipment should be sent to landfill or thrown out.

Training and staff involvement

We will encourage all staff to undergo training on environmental sustainability and climate change. We will aim to raise awareness of environmental sustainability across our operations.

Sustainable procurement

We aspire to reduce our carbon footprint throughout our supply chain. We commit to the principles of buying locally, seasonally, and making a concerted effort in all our procurement decisions to reduce the distance travelled between source and destination.

Corporate Social Sustainability & Responsibility Statement

We are dedicated to building sustainable relationships with employees, service partners, clients and the local community.

In order to achieve these sustainable relationships we see success as carrying out our activities with dedication to our Core Values, and the guidelines provided by our TRUE Compliance Manual. This encompasses operating with a one team attitude, to deliver the best for our clients. All activities will be carried out with integrity, seeking to continuously improve to ensure we provide a superior service now and in the future.

We are committed to making a valuable contribution to our local communities, and the wider environment. This commitment covers three key areas:

- Social and Environmental Impact
- Positive Engagement in the local community
- Equality and diversity

United Nations Sustainable Development Goals

We are aligning our business to the UN’s Sustainable Development Goals (SDGs). The UN created the 17 SDGs in 2015 with the objective of setting universal goals that met the urgent environmental, political and economic challenges faced globally.

Whilst we recognise the importance of all 17 SDGs we have decided to focus on the following 9 that we feel best align to our goals and objectives.

We have aligned these goals with the three key components of ESG: Environment (SDGs 7, 9, 11, 12 & 13), Social (SDGs 3 & 10) and Governance (SDGs 8 & 17).

We are committed to take these goals into consideration when approaching our sustainability goals as a business.

Environmental - We align our **environmental sustainability** performance and goals with the SDGs 7, 9, 11, 12 & 13



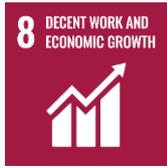
We are aligning our environmental sustainability to the above SDGs to focus on improving energy efficiency, minimizing the use of virgin materials, reducing waste, minimizing our transport carbon emissions and improving our supply chain engagement to help remove emissions at source.

Social - We align our **social sustainability** performance and goals with the SDGs 3 and 10.



We are aligning our social sustainability performance to the above SDGs to focus on improving the wellbeing of our communities, both internal and external, as well as striving to reduce inequalities across our business and supply chain.

Governance - We align our **governance sustainability** performance and goals with the SDGs 8 & 17.



We are aligning our governance sustainability goals to SDGs 8 & 17, as The Company aims to create a strong and positive working environment, whilst also helping the business to grow.

Compliance

This Policy is fully aligned with the standards set out within this document and creates the frameworks that guides our commitment to maintaining a responsible, sustainable, and transparent approach to environmental, social, and governance (ESG) matters.

Our commitment to ESG is continuously evolving, and we encourage all employees, contractors, and suppliers to actively engage with and uphold the principles of this Policy. For any support or inquiries regarding this Policy or other ESG-related matters, please contact the ESG team at ESG@GES.com.

By accepting our Terms and Conditions, you acknowledge your understanding of our ESG Policy and agree to adhere to its guidelines in your role. As a supplier, employee, or contractor, you are expected to make every effort to align with this Policy in your actions and business practices.



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