

## SUSTAINABLE DEVELOPMENT POLICY

Version 2.2

Stagestruck is an independent, fully integrated creative agency delivering world-class experiences, events, and communications for global brands all around the world.

We are genuinely integrated, having all of the relevant disciplines and skills in-house, enabling our clients to benefit from ideas that push creative boundaries and deliver exceptional results.

We aim to plan and deliver events in a sustainable manner, therefore minimising the impact on the environment. Sustainability has been an integral part of our culture since the company's inception, and this is reflected in our company behaviours: Excellence, Creativity, Safety, Agility, Sustainability and Respect.

To embed the principles of sustainable development – integrity, inclusivity, stewardship and transparency, we've developed and implemented a Sustainability Management System (SMS), which is integrated into our business systems and is being continually improved. Our dedication to be leaders in the field of environmental management and event sustainability is shown by our commitment to meet the requirements of **ISO 14001: 2015 and ISO 20121: 2012**.

The purpose of our SMS is to ensure that our sustainability objectives, policies, and procedures are embedded into our daily operations. We measure and monitor our performance, which enables us to continually enhance our sustainability performance. We actively seek new clients and suppliers, who share our commitment to driving the sustainability agenda.

We are committed to:

- Preventing pollution and protecting the environment by reducing our impact, wherever we can, through considering sustainability at all phases of our event delivery process.
- Training all our colleagues and engaging with suppliers – therefore raising their awareness levels.
- Communicating with, explaining to, and engaging with all relevant stakeholders, both internally and externally, around our SMS and its objectives.

It is everybody's responsibility to:

- Consider sustainability issues when planning and delivering events.
- Procure products or services with our sustainability objectives in mind.
- Minimise waste, carbon emissions, and other pollution at every opportunity.
- Ensure compliance with all applicable environmental and social legislation.

In addition, it is the responsibility of the Senior Leadership Team to:

- Engage with and obtain feedback on our sustainability objectives from both internal and external stakeholders.
- Ensure the wellbeing of internal and external teams.
- Nurture and develop the next generation of event professionals.
- Continue supporting charities and community initiatives.
- Review the SMS and its objectives at regular intervals both internally and through external audits.

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Paul Finch  
Managing Director