



Sustainability Policy & Commitments 2025



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Importance of Sustainability

At Hanson Wade Group, doing the right thing is in our DNA, driving us to improve our sustainability by eliminating environmentally harmful activities and promoting those that protect and enhance the environment.

Sustainability is integral to our long-term success. Our commitment to our sustainability agenda recognises the expectations of our key stakeholders:



These expectations are growing, and we must be ready to meet them. This policy ensures continuous improvement, helping us become a leader in environmental sustainability within the events and business intelligence sectors.

Scope

This policy applies to all divisions, brands and employees of Hanson Wade Group.

Statement

Hanson Wade Group is committed to enhancing sustainability by:



The progress of our efforts will be overseen by a steering committee composed of Hanson Wade Group's senior leadership, ensuring alignment with our sustainability commitments.

Our Commitments

Energy

We aim to reduce energy consumption and Scope 2 emissions by:

- Utilising 100% renewable energy for our offices.
- Reducing energy usage by consolidating employees into one office space on low-usage days to avoid unnecessary lighting and air conditioning.
- Encouraging employees to switch off equipment when not in use.



Events

Our goal for 2025 is to reduce the carbon footprint of our conferences by 2.5% by:

- Replacing printed signage with digital screens at 10% of our conferences.
- Offering plant-based protein as an alternative to meat for at least 30% of our conferences.
- Recycle or reuse lanyards to cut down on waste.



Business Travel

While international long-haul business travel is essential in our operations, we are committed to minimising its impact by:

- Prioritising rail over flights within Europe where feasible and providing employees with guidelines for sustainable travel.
- Offsetting business travel emissions for at least six months in 2025 whilst we work towards implementing a more sustainable long-term solution.



Procurement & Suppliers

Our sustainability efforts also extend to our supply chain by:

- Sourcing products with better environmental and social standards where possible in the office including stationery, cleaning materials and F&B products.
- Sharing our Code of Conduct with key suppliers during the procurement and tender process to ensure they align with our sustainability goals.



Staff Commuting

We recognise that employees increase their carbon footprint by travelling to and from the office environment. To address this, we:

- Commit to a hybrid working model to reduce the need for commuting to the office.
- Encourage all employees to use public transport, walk, or cycle, and support this with our Cycle-to-Work scheme.



Waste

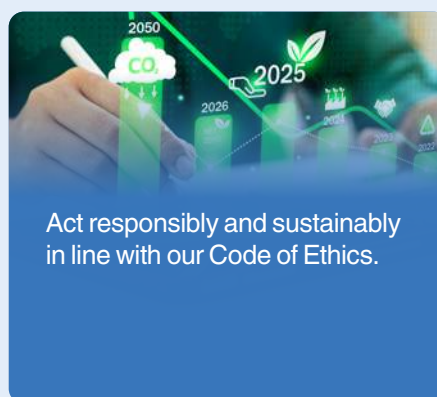
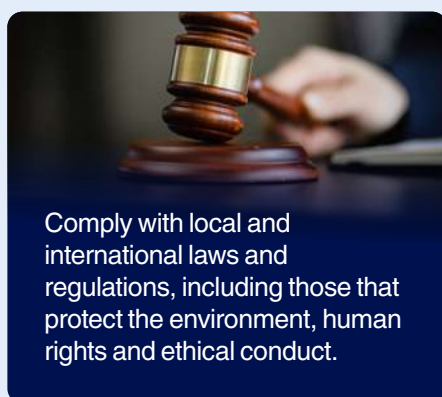
Reducing landfill waste is a core part of our sustainability journey. To achieve this, we:

- Aim to reduce overall waste footprint by diverting as much waste as possible from landfills through segregation and reuse.
- Ensure responsible disposal of all electronic equipment.
- Set a target to reduce office waste by 5% through employee education and prioritise suppliers who are cutting down on packaging.



What Does this Mean for Employees?

All Waders play an important role in helping Hanson Wade Group become a more sustainable and responsible business. We expect all Waders to act in ways that improve our impact on the economy, environment and society by following these basic principles:



While some teams may have more specific responsibilities, every individual can get involved by joining the Events ESG Focus Group, making suggestions for improvement, or sharing ideas through our “Be Heard” framework.

Related Policies

