



ESG Impact Report

January 2026



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Introduction

Hanson Wade Group continues to strengthen our commitment to responsible business practices and sustainable growth. Since beginning our formal sustainability assessment in 2022, we have expanded the scope and ambition of our ESG programme to reflect our growing scale and influence.

Our Impact Report highlights the progress of our approach – moving from establishing foundations to integrating sustainability into strategic decisions, operational processes, and long-term planning.

CEO Foreword: Phil Clark

Over the past year, sustainability has become even more deeply embedded in the way we operate. As our organisation evolves, so too does our understanding of what responsible growth looks like.

Doing the right thing remains our guiding principle. But in 2025, our ambition broadened: sustainability now plays a role in how we build resilient teams, shape our events portfolio, evaluate our partners, and future-proof our business.

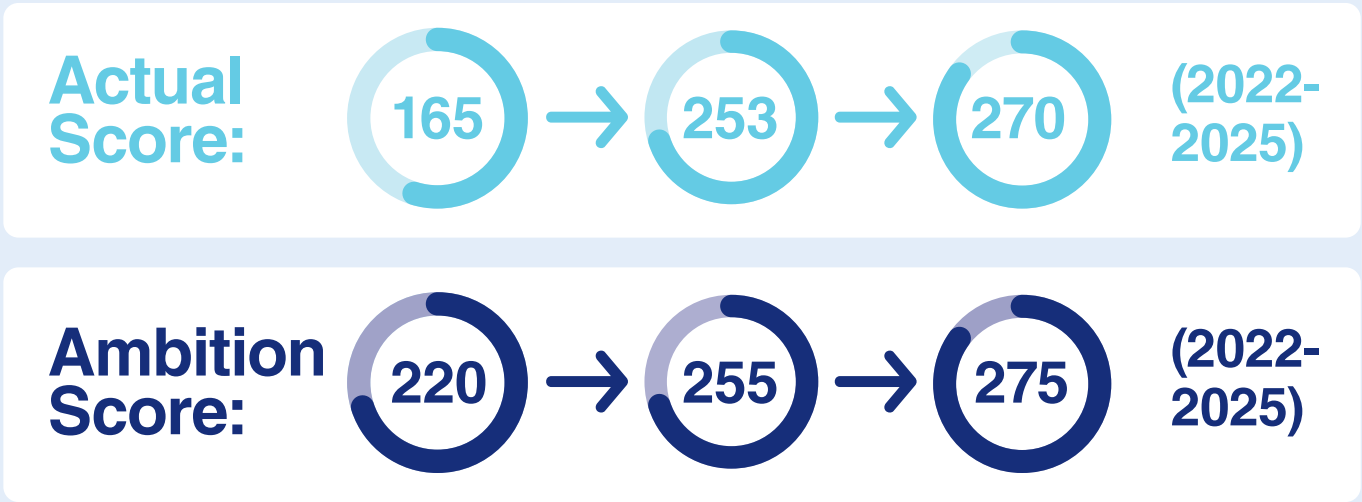
This report reflects the progress we've made and the higher standards to which we now hold ourselves. It also showcases both our achievements and the ambitious targets that guide our future. I am proud of the progress we have made and confident in our continued ability to lead responsibly.

Phil Clark
CEO

Strengthening our Framework: A Data-Driven

Sustainability expectations continue to become more complex and therefore, in 2024, we updated baselines, strengthened our policies, and improved how we measure impact.

Through the **FuturePlus framework**, we continue to evaluate our performance across environmental, social, and governance priorities. Our scores show steady, meaningful improvement:



These shifts reflect a transition from early-stage initiatives to fully integrated sustainability practices.

Global Alignment and Social Responsibility

UN Global Compact

Our participation in the UN Global Compact reinforces our commitment to international standards on human rights, labour, environment, and anti-corruption. In 2025, we expanded our focus to include SDG 1: No Poverty, as a result to our commitment to supporting Shelter UK.

UN Sustainable Development Goals

We now contribute positively to 16 of 17 SDGs, with growing impact in areas such as climate action, responsible consumption and equality.



Highlights from the Year: Progress Across Our ESG Priorities

Our dedication to sustainability is reflected in the progress we've made across environmental responsibility, social impact, and strong governance.

Environmental Responsibility: Expanding Impact Through Better Data

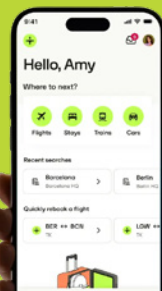
Recognition & Systems Improvement

EcoVadis Bronze Medal:



Retained the EcoVadis Bronze Medal (2025), placing us among the top 30% globally.

Driving Greener Operations:



Strengthened emissions monitoring with TravelPerk for business travel.

Operational Improvements

Digital Transformation:

Continued shift to digital event tools, resulting in a sustained reduction of printed materials.

Reducing Waste:



Expanded waste reduction initiatives, including Nespresso recycling, piloting the use of glass bottles and eco-friendly cleaning across offices.

Digital solutions:

Introduced digital solutions at conferences to reduce paper footprint and, including digital agendas and signage

Sustainable Travel & Events:



Increased use of co-located events to reduce travel emissions for staff, speakers, and attendees.

Social Impact: Deepening Community Engagement & Building an Inclusive Culture

Community Partnerships & Volunteering

Charity days:

24.5 paid charity days used in 2025 by 28 Waders



Shelter UK:

Raised over **£26,730** for Shelter UK with company matching, amplifying the impact with fundraising activities ranging from a raffle to half-marathons and skydives



Diversity, Inclusion & Wellbeing

WIN (Wellbeing & Inclusion Network)

WIN (Wellbeing & Inclusion Network) continued to embed inclusive practices across teams through newly formed D&I networks such as the LGBTQIA+, Parent Support Network and Worldwide Waders



Workplace Behaviour Standards

Expanded unconscious bias training and updated workplace behaviour standards.



Governance: Building a More Resilient & Responsible Organisation

Key enhancements during 2024 to 2025 include:



Updated **Business Risk Management** procedures.



Achieved **Cyber Essentials Plus** certification



Developed a comprehensive **AI Responsible Use Policy**.



Strengthened procurement practices with a focus on **responsible sourcing** and sustainable suppliers.



Began exploring **hotel group partnerships** to support sustainable event delivery.

2025 Commitments: Progress to Date

Our commitments for 2025 focused on reducing our footprint, improving event sustainability, and improving accessibility and inclusion. Key progress includes:

Flight emissions:

Flight emissions are off set

Digital signage:

Digital signage pilots underway.

Energy efficiencies:

Monday floor consolidation delivering energy efficiencies

Waste reduction:

Waste reduction projects progressing through supplier engagement.

Looking Ahead: 2026 Priorities

To continue strengthening, retaining, and developing, on the existing foundations we've built over the last few years, these are our 2026 commitments:

Increase adoption and expand digital signage usage:

Attain 50% of events using digital signage in 2026, up from 38% in 2025

Strengthening our Social Sustainability Efforts:

Standardise city guides, foster local partnerships for attendees, and integrate patient stories to strengthen engagement and impact.

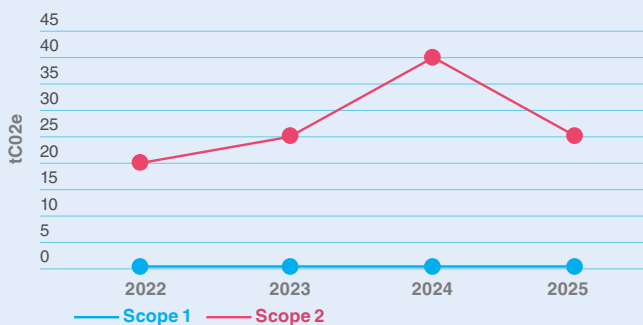
Measuring What Matters: Key Performance Indicators (KPIs) & 2025 Insights

Our expanded KPI suite has provided more visibility across Scope 1, 2, and 3 emissions, waste, travel, events, and office operations.

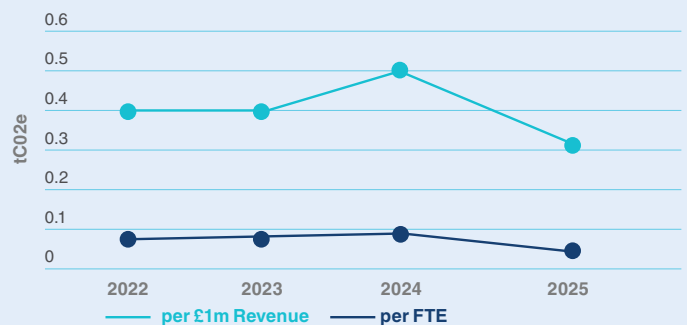
Office Emissions (Scope 2)

In 2025, we took further steps to refine our reporting by tracking our office emission.

Scope 1&2 GHG Emissions (tCO₂e)



Carbon Intensity Metrics (tCO₂e)



1. As 2024 energy data may not be fully reliable, we've relied more on 2023 usage, which indicates a positive trend.
2. All calculations were carried out internally and are not externally verified.

Business Travel (Scope 3)

Through an enhance reporting mechanism, we have clearer year-on-year comparisons supporting our emission-reduction and offsetting strategy.

Mode of Transport	Distance Travelled (km)	Total No. Bookings	tCO ₂ Emissions
Flights	8,826,641.00	859	1,157.50
Trains	3,383.00	3	0.03

Waste and Office Operations

Quarterly waste tracking established in 2024 has continued into 2025, strengthening procurement decisions that prioritise suppliers using lower waste and more sustainable packaging.

Waste Type	Estimate 2024 (kg)	Estimate 2025 (kg)
Recycled	4,434.68	4,402.44
Landfill	5,392.42	3,189.42
Total	9,827.10	7,591.86



Closing Remarks

We are proud of the strides made this year and grateful to every employee, partner and customer who contributed to this progress. As we continue refining our sustainability approach, your collaboration remains essential.

We welcome your ideas, feedback, and participation as we move into the next stage of our responsible growth journey.
