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## **Events Environment and Sustainability Policy**

Gravit8 Software is committed to providing services, which completely satisfy the expectations of its customers, by providing professional support services to the event industry. We are committed to being leaders in our field and to provide a professional quality service in compliance with our own Quality Policy and this Events Environment Sustainability Policy. We are committed to maintain and operate our Sustainability Management System in compliance with both ISO14001 and ISO20121 requirements. We recognise that our daily operations impact on both the environment and social issues and we are committed to minimise these effects and fully comply with legislation. We also operate an equal opportunities policy as an integral part of our sustainability commitment.

This Policy, supported by our IMS (Integrated Management System), enables us to set objectives towards full engagement with our governing principles of sustainable development (inclusively, transparency, integrity and stewardship) which can be measured and monitored against to ensure continual improvement against set targets.

All Directors & Management have responsibility for implementation of this policy, ensuring that requirements are being met, and for the co-ordination and evaluation of on-going performance. In particular, we will:

- Ensure the implementation of the policy in full into all our business operations, and where possible throughout the supply chain.
- Discuss this policy and related sustainability issues with all employees, conduct training programmes to ensure our staff are fully aware of our policy and our commitment to continued improvement and performance monitoring.
- Meet and where appropriate exceed, all relevant legislation relating to the aspects identified.
- Protect the environment and prevent pollution wherever and whenever practicable
- Work with our suppliers and sub-contractors to develop a sustainable purchasing policy.
- Adopt a partnership approach to identify and achieve goals in conjunction with appropriate stakeholders, including our clients.
- Encourage alternative working arrangements to reduce the need for travel.
- Plan deliveries and travel for greatest efficiency to reduce carbon emissions.
- Reduce waste through encouraging lifecycle thinking and sustainable procurement in the purchase of electronic equipment and office consumables.

Our objective is to monitor our Events Environment and Sustainability performance, reduce negative impacts and continually improve our sustainability performance and meet our targets. Our performance will be continually measured against our defined key performance indicators, emissions-recording scheme, internal audits and management reviews. Our policy and Sustainability Management System will be reviewed at least annually to ensure its continuing suitability, adequacy and effectiveness

A handwritten signature in black ink, appearing to read "David Bulley".

David Bulley  
CEO – Gravit8 Software  
01.09.2021