

SUSTAINABILITY POLICY

Excel London Sustainability Policy 2024

SUS – POL – 01

Version 14.0

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Department: Sustainability

1. Document Information

Document title:	Sustainability Policy
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2. Version Control

Version	Date	Name	Position	Amendment
13.0	12/09/2023	Natalie Sykes	Sustainability Manager	Annual update, consolidation with the Sustainability Strategy
14.0	06/09/2024	Alessandra Maldera	Sustainability Advisor	Annual update

3. Document Review / Approval

Name	Position	Department	Date	Review / Approve
Natalie Sykes	Sustainability Manager	Corporate Services	10/09/2024	Review
Kerrie Kemp	Director of Venue Operations	Operations	16/09/2024	Review
Policy Review Group / HR	Policy Review Group / HR	Policy Review Group / HR	01/10/2024	Review
Jeremy Rees	CEO	CEO	02/10/2024	Approve

4. Type of Policy

Published	✓
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5. Policy interfaces with the following departments

Internal Departments / Areas	ALL
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6. Policy interfaces with the following external entities

External Entity	Publication via the Excel London website
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7. Policy applies to the following locations

Phase 1	Yes
Phase 2	Yes
Phase 3	Once occupational
Warehouse K	Yes
Estate wide	No

8. Policy applies to the following Guest Groups

Organisers	Yes
Visitors	No
Excel Workforce	Yes
Contracted Workforce	Yes

9. Purpose

The purpose of this policy is to manage our direct impacts and promote sustainability best practices across our operations.

10. Scope and Objectives

This policy applies to the Excel London venue and management office to provide a framework for embedding environmental, social and economic considerations into business practices to promote long term sustainability.

11. Policy Rationale

Compliance with environmental and social regulations, including but not limited to:

- Climate Change Act 2008
- UK Environmental Protection Act 1990
- Modern Slavery Act 2015
- Waste (England and Wales) Regulations 2011
- Streamlined Energy and Carbon Reporting (SECR)
- Energy Savings Opportunity Scheme (ESOS)

12. Introduction

Excel London is one of the UK's leading international exhibition and convention centres hosting over 400 events a year and welcoming 4 million visitors from across the globe. We are committed to being thought leaders in our market and providing world-class facilities and services.

We recognise sustainable development as fundamental to our success and endeavour to operate as a responsible corporate business. Our vision is to be a sustainability leader within our industry by shaping the future of events into one that is net zero, resource efficient and equitable.

To achieve this, Excel London aims to achieve and maintain internationally recognised standards for sustainability. We are committed to working with our stakeholders to improve our combined sustainability performance through our sustainability strategy, which consolidates all our activities in relation to an environmental, social and governance (ESG) framework to set meaningful goals for our impacts.

13. Our Approach

Five strategic pillars have been identified to drive our core business and success in operating sustainably and ethically:

- Sustainable Venue and Events
- People, Culture and Safety
- Our Community and Platform for Change
- Clients, Partners and Supply Chain
- Governance and Ethics

Sustainable Venue and Events

To protect our environment and minimise our contribution to the effects of climate change, we aim to:

- Meet and exceed our targets as a signatory of the Net Zero Carbon Events Pledge.
- Maintain our carbon-neutral certification and implement a net zero strategy that minimises our Scope 1, 2 & 3 emissions.
- Implement a management system that assesses the risks and opportunities of the environmental impact of our operations, including maximisation of resource efficiency and minimisation of waste.
- Implement actions to achieve continual improvement of our environmental performance.

- Comply and exceed local environmental compliance obligations as they relate to our operations.
- Collaborate and support our clients in reducing the carbon footprint of event production.
- Protect and encourage sustainable transport links to the venue.

People, Culture and Safety

To provide a venue and workplace that champions respect, safety, equality and inclusivity, we aim to:

- Uphold the highest standards of health and safety for anyone attending our venue.
- Provide inclusive facilities to encourage people of all backgrounds to visit the venue or join our business.
- Deliver a learning and development programme to drive our employees' professional growth.
- Provide a positive experience for our workforce to maximise satisfaction and retention.

Our Community and Platform for Change

To maximise our positive impact on our local community and add value to wider society, we aim to:

- Support our local community by providing local employment opportunities, sourcing local supplies where possible and supporting local organisations, schools and charities.
- Support future development opportunities of our land that contribute to social value.
- Engage with local stakeholders and foster an approach of honesty and integrity.

Clients, Partners and Supply Chain

- To educate and enable our clients to make sustainable choices, we aim to:
- Work with our clients and suppliers to pursue, promote and develop sustainable practices and ways of working throughout the entire lifecycle of an event.
- Provide guidance for limiting the use of consumables, reducing the amount of waste, selecting sustainable food choices, and promoting the use of sustainable materials.
- Collaborate with clients and suppliers to support their own sustainability objectives, as well as industry-wide commitments.

Governance and Ethics

To uphold the highest standard of ethics and corporate governance, we aim to:

- Ensure the full implementation of this policy throughout all departments, business operations and services, and throughout our value chain where possible.
- Conduct all business in line with our corporate values, managing risk through transparent rules and controls that support our goals.
- Foster a workplace culture that encourages good governance and ethics through robust, entrepreneurial, and effective decision-making.

We will endorse practices that support economic security, social welfare and environmental responsibility and will continuously seek to develop initiatives in collaboration with our clients and suppliers to improve sustainability performance.

This policy and our Sustainability Management System are supported by our Executive Team and owners, ADNEC. Our Executive Team and senior managers are accountable for ensuring objectives are set, monitored, and measured regularly, whilst all Excel London staff are responsible for implementing this policy into their day-to-day activities.

We will monitor and review the progress of our sustainability performance and report annually. This policy will be reviewed annually to ensure it remains relevant and aligns with our overarching business strategy.

	<p>DocuSigned by:</p>  <p>B9EB5C5FF0D64D3...</p>
<p>Date: 02 October 2024</p>	<p>Signed: Jeremy Rees, Excel London CEO</p>