

# Collaborate ESG Manifesto

## Collaborate for People and Planet

As a business we are committed to creating inspired and original customer experiences whilst ensuring we maximise the positive impact we can make to society, and ensuring we minimise the negative impacts we have on the environment. We want to be part of the solution to ensuring the event and activation industry drives towards a Net Zero future. Our ESG manifesto defines our intent for how we can be part of that journey and the impact we can create.

### People

We are committed to maximising the positive influence of our business for our people and wider society through:

Ensuring our business creates a positive influence for our local community by:

- Supporting our local charity partner Harvest UK and Ubuntu (SA charity partner)
- Partnering with Chichester university to provide employment and training opportunities to people looking to pursue careers in our industry.

Ensuring the events we create maximise the creations of social value through:

- Partnering with our clients and suppliers (Goodwood Partnership)
- Ensuring we employ local for event staff wherever possible
- Provide work experience placements at events

Ensuring our business is responsible and inclusive by

- Prioritising the health, safety and wellbeing of all our colleagues
- Monitoring the diversity and inclusivity of our business to ensure we reflect the diversity of society and the clients we serve

### Planet

We are committed to managing the environmental impacts of our business through:

Minimising waste in our operations and the experiences we create by:

- Monitor, report on our energy, carbon and waste data with a view to setting a reduction target for 2024
- Explore energy reduction strategies for our operations
- Incorporating whole life design principles into the experiences we design
- Partner with our clients and supply chain to reduce waste through the end-of-life management of our installations.

Maximising the use of sustainable and reusable products in the experiences we create by:

- Working with our clients to maximise the reuse of installations wherever possible.
- Reduce our usage of virgin materials in high volume materials such as timber, vinyls etc
- Work with our clients and suppliers to promote the use of rental solutions as a viable option for unique experiences
- Implement the use of TRACE analysis in design phase to create alternative sustainable activations for our clients
- Use TRACE analysis on our largest events and report the environmental impact of these events to our clients