



K.I.T. Group Sustainability Policy

We recognise that conferences and events can have significant **ecological**, **social**, and **economic** impacts at both local and global levels. We consider it our responsibility to help minimise their negative impact and to leave a positive impact for local communities.

We are committed to achieving the following objectives:

- 1/ Establish economically sustainable operations that promote social inclusion and the 3R of waste management**
- 2/ Empower our clients to make informed choices and encourage responsible operations.**
- 3/ Inspire our peers through transparent and clear communication, becoming industry role models.**
- 4/ Prioritise health and well-being to sustain an inclusive and collaborative work environment driving employee long-term engagement.**

The implementation of the ISO20121 sustainable event management standard will help us on this journey. In accordance with all applicable requirements (legal and others), we are committed to continually assessing and improving the measures we put in place and ensure continuous involvement of all stakeholders affected by our policies and base all our actions on the following key principles (as stated in our Statement of Vision, Mission and Values):

Human Rights

- Human rights are respected in the delivery of our meetings and events and through our policies for procurement and supply chain management.

Inclusivity

- We inform stakeholders on the sustainability of our activities and welcome feedback.
- We are committed to equality of opportunity for our employees and expect our employees to reflect our commitment in their engagement with suppliers and partners.
- We endeavour to make our conferences and events accessible for persons with disabilities.

Integrity

- We deal with all our stakeholders in an open, fair, and honest manner and encourage feedback.
- We do not tolerate bribery or any forms of corruption in our operations and business transactions.



SYNERGY & COMPETENCE

Labour Standards

- We are committed to fair working conditions and remuneration for employees.
- Through our procurement practices, we will not willingly be complicit in supporting forced and compulsory labour.

Legacy

- We support positive long-term impact at our meetings and events: for attendees, local communities and suppliers.

Stewardship

- We encourage the conservation of natural resources, limitation of waste and the respect of health and safety.
- We will invest the necessary resources in staff training to ensure sustainable development skills are developed and shared across the company.

Transparency

- Information about our sustainable event management system is made available to interested parties at any time via our Intranet (internal stakeholders) and website (external stakeholders).
- Our staff and suppliers are informed promptly in case of any foreseeable significant changes to processes, contracts or working conditions.

Purpose of Policy

K.I.T. Group's Sustainability Policy is a guideline for our staff and should act as a key reference document for all interested parties we work with. The aim of this policy is to help all parties involved make the best possible decisions, in alignment with the sustainable development principles and objectives outlined in this document.

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Managing Director

29.02.2024

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28.02.2024

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22.02.2024