



# SUSTAINABILITY MANAGEMENT PLAN

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## 1. Purpose and Vision

Abraxys is committed to creating long-term value for our clients, communities, and the environment. This Sustainability Management Plan outlines how we integrate responsible practices into our products, operations, and culture.

Our vision is to become a recognised industry leader in sustainable exhibition and digital solutions by embedding environmental, social, and governance (ESG) principles into everything we do.

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## 2. Key Takeaways

- Abraxys operates with strong sustainability foundations and significant potential for leadership.
- Sustainability strengthens brand reputation, customer trust, and long-term growth.
- Executive leadership and employee engagement are critical to success.
- Continuous measurement and transparent reporting are essential.

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## 3. Our Sustainability Focus Areas

Abraxys prioritises practical, high-impact actions that benefit society and the environment, including:

- Reduction of carbon emissions
- Resource efficiency and waste reduction
- Reuse and recycling
- Responsible consumption
- Diversity, equity, and inclusion
- Digital-first and decentralised solutions

Many of these practices are already embedded in our operations and will be expanded and standardised.

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## 4. Industry Context

Sustainability is increasingly critical in the exhibition and events industry. It:

- Reduces environmental impact
- Improves operational efficiency
- Meets stakeholder and regulatory expectations
- Enhances brand reputation
- Supports long-term sector resilience

Abraxys plays an important role in shaping, monitoring, and communicating sustainability standards across the industry.

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## 5. Why Sustainability Matters to Abraxys

Global economic growth has historically overlooked environmental and social costs. Climate change, resource scarcity, and urbanisation now demand responsible action.

As a mission-driven company, Abraxys develops solutions for a rapidly urbanising world, where an estimated two-thirds of the global population will live in cities by 2050.

By acting proactively, we can:

- Reduce environmental risk
- Support resilient cities and infrastructure
- Drive innovation
- Protect long-term business viability

### Key Global Challenges

#### *Climate Change*

Rising greenhouse gas emissions contribute to: - Increased wildfires - Prolonged droughts - Stronger storms - Reduced agricultural yields - Urban heat stress

#### *Clean Energy*

Dependence on fossil fuels accelerates climate change and resource depletion. Transitioning to renewable and low-carbon energy is essential.

#### *Water and Oceans*

- Ocean acidification threatens marine ecosystems.
- Only a small fraction of freshwater is accessible and is increasingly stressed by pollution and overuse.

Abraxys recognises its responsibility to address these challenges through its operations and influence.

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## 6. Business Benefits

### 6.1 Enhanced Brand Reputation

Sustainability performance is a major driver of brand trust. Environmental and climate action significantly influence stakeholder perception.

A strong sustainability profile positions Abraxys as a responsible and forward-thinking partner.

### 6.2 Increased Enterprise Attractiveness

Many enterprise clients maintain formal ESG and corporate responsibility commitments. These organisations increasingly prioritise sustainable suppliers.

By strengthening our sustainability credentials, Abraxys:

- Aligns with client values
  - Supports their reporting requirements
  - Improves competitiveness in procurement processes
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## 7. Strategy and Implementation

### Phase 1: Leadership and Culture

- Executive-led communication on sustainability priorities
- Integration into company values and performance goals
- Employee engagement and empowerment

### Phase 2: Baseline Assessment

- Review existing practices
- Establish performance baselines
- Share best practices across locations

### Phase 3: High-Visibility Improvements

- Address customer-facing sustainability issues
- Pilot new initiatives
- Gather stakeholder feedback

## Phase 4: Internal and External Communication

- Celebrate achievements internally
- Publish commitments and progress on company platforms
- Begin targeted external communication

## Phase 5: Measurement and Reporting

- Define key performance indicators (KPIs)
- Track progress regularly
- Report annually to leadership

## Phase 6: Continuous Improvement

- Expand into low-visibility and systemic improvements
  - Integrate sustainability into procurement and partnerships
  - Review and update strategy annually
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## 8. Governance and Accountability

Sustainability oversight is led by executive management and supported by cross-functional teams.

Responsibilities include:

- Policy implementation
  - Performance monitoring
  - Compliance management
  - Continuous improvement
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## 9. Appendix A – High-Visibility Initiatives (Product and Service)

### Onsite Equipment and Logistics

- Elimination of routine flight case transport
- Optimised logistics planning
- Preference for low-emission transport options

### Digital Documentation

- Fully digital floorplans and documentation
  - Centralised digital resource platforms
  - Reduced paper dependency
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## 10. Appendix B – Low-Visibility Initiatives (Operations)

### Waste Management

- Paper recycling and reduced printing
- Plastic and packaging recycling
- E-waste and battery recycling programs
- Partnerships with certified waste contractors

### Energy and Utilities

- Energy-efficient lighting and HVAC systems
- Occupancy sensors and automation
- Renewable energy options where available

### Printing and Materials

- Use of recycled paper
- Default double-sided printing
- Digital-first workflows

### Food and Kitchen Practices

- Reduction of disposable items
- Reusable cutlery and cups
- Sustainable catering options
- Reduced food delivery waste

### Logistics and Deliveries

- Promotion of low-carbon delivery methods
- Consolidated shipments
- Supplier sustainability assessments

### Cleaning and Maintenance

- Non-toxic cleaning products
- Water-efficient practices
- Health-focused maintenance standards

### Office Infrastructure

- Water monitoring systems
- Hand dryers over paper towels
- Sustainable IT equipment procurement
- Responsible disposal of electronics

## Furniture and Assets

- Responsible sourcing
  - Repair and reuse programs
  - Ethical and environmentally responsible disposal
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## 11. Monitoring and Key Performance Indicators

Key metrics include:

- Carbon emissions per project
- Energy and water consumption
- Waste diversion rates
- Paper and plastic usage
- Supplier sustainability compliance
- Employee engagement

KPIs are reviewed quarterly and reported annually.

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## 12. Review and Continuous Improvement

This plan is reviewed annually to reflect regulatory changes, industry developments, and organisational priorities.

Stakeholder feedback and performance data inform ongoing improvements.

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**Person who is ultimately responsible for Sustainability of the company:**

- Name: Kane Simpson
- Title: Managing Director
- Date: 9<sup>th</sup> April 2026

Signed:



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