

SUSTAINABILITY POLICY

1. Our Commitment

At Abraxys Limited (also trading as Abraxys, AbraxysGlobal and AbraxysGlobal Limited), sustainability is central to how we operate. We are committed to reducing our environmental impact, supporting our communities, and running a responsible, future-focused business.

We believe strong environmental and social performance is good business. It protects our people, our clients, and future generations.

2. What Sustainability Means to Us

For Abraxys, sustainability means balancing three priorities:

- **People** – supporting wellbeing, equality, and opportunity
- **Planet** – protecting natural resources and reducing emissions and waste
- **Performance** – delivering long-term commercial success

We aim to meet today's needs without compromising tomorrow's.

3. Our Industry Framework

We align our approach with the Events Industry's 12 Sustainability Fundamentals, including:

- Strong stakeholder engagement
- Responsible procurement
- Low-impact transport and energy use
- Waste reduction and circular practices
- Equality, accessibility, and wellbeing
- Data-led improvement

These principles guide our strategy and decision-making.

4. Our Key Commitments

We commit to:

- Embedding sustainability in all operations and procurement
 - Working collaboratively with venues, contractors, exhibitors, and suppliers
 - Communicating sustainability expectations clearly
 - Supporting local and industry charities
 - Promoting volunteering and community engagement
 - Educating clients and partners on best practice
 - Continually reducing our environmental footprint
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5. Scope

This policy applies to:

- All employees
- Freelancers and contractors
- Service partners and suppliers
- Clients and exhibitors

It covers our offices, events activity, travel, procurement, and consultancy services.

6. Our Environmental Impact

While Abraxys operates with a relatively low direct footprint, our influence within the global events sector is significant. Through our advisory and audit services, we help shape more sustainable events worldwide.

We focus on two main areas:

A. Our Operations

- Offices and facilities
- Travel and accommodation
- IT and equipment
- Waste and resources
- Community engagement

B. Our Industry Influence

- Sustainability Assessments (SA)
- Stand design and materials

- Energy and power usage
 - Contractor and exhibitor practices
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7. Practical Actions

7.1 Workplace

We: - Minimise energy and water use - Operate largely paperless systems - Use responsibly sourced materials - Select energy-efficient equipment - Promote digital documentation

7.2 Travel and Transport

We aim to: - Choose low-carbon travel options where possible - Use modern, efficient airlines when flying is unavoidable - Encourage public transport and shared travel - Select accommodation close to venues - Offset emissions where practical

7.3 IT and Equipment

We: - Purchase equipment only when needed - Prioritise energy-efficient products - Reuse or donate devices where possible - Recycle in line with WEEE regulations

7.4 Community Engagement

We actively support community initiatives through fundraising, volunteering, and resource reuse. We seek opportunities to create positive social impact wherever we operate.

7.5 Waste Management

We follow a waste hierarchy approach:

1. Reduce
2. Reuse
3. Recycle
4. Responsible disposal

We aim to minimise landfill and encourage circular solutions.

8. Sustainability Assessments (SA)

Through our SA process, we support exhibitors and contractors to:

- Reduce non-recyclable materials
- Increase reuse of stand systems
- Improve energy efficiency

- Reduce waste at source

We provide clear feedback and encourage continuous improvement across events.

9. Legal Compliance

We comply with all relevant environmental legislation, codes of practice, and industry standards, including:

- Environmental protection laws
 - Waste and recycling regulations
 - Health and safety requirements
 - Industry best practice (including BS8901 where applicable)
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10. Training and Awareness

We ensure:

- Sustainability is part of staff induction
- Regular refresher training
- Annual Better Stands training for reporting teams
- Access to expert advice when required

Managers are responsible for ensuring teams understand and apply this policy.

11. Monitoring and Review

We:

- Review this policy annually
- Track performance where feasible
- Use data to inform improvements
- Update practices in line with new evidence and regulation

Continuous improvement is central to our approach.

12. Communication

All employees and partners are expected to:

- Promote sustainable practices
- Share improvement ideas
- Report concerns promptly

Sustainability expectations are communicated through meetings, training, and written guidance.

13. Roles and Responsibilities

Board of Directors

- Provide strategic leadership
- Champion sustainability
- Engage key stakeholders

Managers

- Implement this policy
- Embed sustainability in performance management
- Support staff development
- Address issues promptly

Employees and Contractors

- Follow this policy
- Act responsibly
- Promote best practice
- Raise concerns

Human Resources

- Maintain this policy
 - Support training
 - Monitor compliance
 - Provide guidance
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14. Non-Compliance

Breaches of this policy may be treated as misconduct and managed under disciplinary procedures.

15. Policy Ownership

Overall responsibility for sustainability rests with the Managing Director.

Human Resources is responsible for maintaining and reviewing this policy.

16. Governance

Responsible Director: Kane Simpson, Managing Director

Approved: February 2026

Review Cycle: Annual

17. Accreditation and Insurance

Abraxys Limited:

- Member of ESSA (Event Services and Suppliers Association)
 - Public Liability Insurance: £10m
 - Professional Indemnity Insurance: £10m
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Person who is ultimately responsible for Sustainability of the company:

- Name: Kane Simpson
- Title: Managing Director
- Date: 9th April 2026

Signed:



Revision Date: Version #:	Feb 26 007	Revised by: Signed off:	Kane Simpson – Managing Director Kane Simpson – Managing Director
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