

# Diversified ESG Policy

At Diversified Australia, we have an ambition to be a leader in sustainability across the events industry and to find ways to champion sustainability in the markets we work in.

As part of these plans, we have committed to a series of goals to help us become a more sustainable business and facilitate change across the business events industry.

Achieving these goals is the responsibility of everyone; the leadership team, the employees and our suppliers. This policy sets out what we expect from everyone involved, as well as the standards and practices we want to work with our partners, customers and stakeholders on.

## Why are we focusing on Sustainability?

Being a responsible and sustainable business is essential to Diversified's success, to the success of our events and the benefits and value we can deliver to our customers and our stakeholders.

Our mission is to deliver exceptional events while minimising our environmental footprint, enhancing social responsibility, and upholding high standards of corporate governance.

We strive to achieve this mission by:

- Staging environmentally responsible events
  - Tracking the impact of each event and identifying areas for improvement
  - Introducing initiatives to increase our events efficiency including working with venues on lighting and waste streams, reviewing the materials used for stands and signage and sustainable choices in transport reduction
  - Encouraging exhibitors to make similar improvements
- Inspiring sustainable development through our events and the industries we serve
  - Communicating our commitment to sustainability, and our achievements through signage, the online manual, websites and visitors and exhibitor communications
  - Embedding sustainability inside every one of our brands to encourage our customers to prioritise sustainable development
- Upholding ethical business practices by adhering to the highest standards of integrity, transparency and accountability in our decision making processes
- Supporting our local communities through volunteering, fundraising and charitable giving
  - Ensure surplus food and food products are donated to food banks
  - Where possible donate left over furniture to local charities and missions

## Sustainability in our offices

Our offices are where the majority of our colleagues spend most of their time. Making these offices more sustainable can take time and requires collaboration with landlords, but there is a lot we can do on a daily basis.

All Divcom employees have a responsibility to help us save energy and reduce waste when in the office. They can do this by making use of the recycling facilities in the office and turning off electrical devices

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when not in use. Both offices should offer recycling facilities with preferably at least three waste streams, with clear signage to encourage colleagues to recycle. No desks should have individual bins, with centralised systems used instead to increase efficiency and encourage a more active office.

Both offices should seek to eliminate single use cutlery and crockery, single use plastic bottles, disposable coffee cups and soy fish containers. Where it is not practical to eliminate this, offices should seek to provide compostable or recyclable options.

## Buying Goods and Services Sustainably

When purchasing any kind of product or service, staff should consider the sustainable and responsible aspects of their purchase and seek to choose more sustainable options where possible. We should work with suppliers to minimise waste from the product's production, shipping, use and disposal and consider the product longevity and disposal options when purchasing.

We should seek to encourage our larger suppliers to develop their own sustainability programme including setting carbon reduction targets, putting in place their own sustainable procurement policy in place and identifying initiatives they can introduce to become more sustainable.

We should only purchase products that have been produced safely and with regards to workers' wellbeing and human rights.

## Sustainable Travel

Travel for business, including flights, hotel stays, and taxis represents a significant part of Divcom's environmental impact. When customers travel to our events, that also has an effect on the impacts our products have.

When staff travel, they should make use of the most sustainable travel options including public transport where practical and safe to do so. We expect staff to prioritise personal safety, and that of others, when travelling; choose trains and public transport where practical, particularly when moving within cities and only travel when necessary for business and make use of digital communication tools instead where practical.

For attendees and exhibitors to our events we will seek to locate events where travel for the majority of attendees is efficient, provide attendees with information on how to travel to the event venue and host city in a sustainable way, ensure multiple objectives can be accomplished while attending our events in person, thereby reducing the overall number of flights our attendees need to take each year.

## 2023/24 Goals

- By December 2023, identify additional waste streams that should be introduced in each office and implement by the time we return in January 2024.
- By March 2024, have a sustainability page on each brand website identifying what we currently do and where we would like to get to in the near future
- By March 2024 have ESG signage available to be displayed at each event to show what we are doing and where attendees can help
- Include exhibitor sustainability information in all 2024 exhibitor manuals
- For all 2024 events, redesign our space only stand approval form to capture the information exhibitors use to build their stand and offer recycling facilities on site where appropriate

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- In 2024, work with standbuilders to identify an alternative to MDF and communicate to custom stand builders.
- Provide annual reports on our sustainability targets