

Management Events Studio sustainability policy

Updated June 2019

At Management Events Studio (MES), we believe that we have an obligation — to our employees, our community, our investors, our customers and the environment — to operate our business sustainably. Our management carries the responsibility of committing our employees to comply with our environmental objectives and to implement this policy.

Action Statement:

Operating our business sustainably has always been an important value at MES and this commitment plays a significant role in our day-to-day business operations. These are the guiding principles we adhere to:

- Minimizing environmental impact and minimizing operational costs through thoughtful resource use, conservation and waste reduction
- Driving profit responsibly
- Fostering a culture of involvement in sustainability through employee education and engagement, and
- Enabling our customers to become more sustainable through the use of our event and exhibition know-how and best environmental practices.

MES commits to:

- Continue to develop events, trade fair booths and features designed to enhance and support the sustainability initiatives of both employees and our customers
- Partner with suppliers that operate sustainably, reduce waste, and commit to deliver more durable and recyclable materials, as well as reusable materials in our projects
- Continue to provide healthy workspaces for our employees through sustainable construction, operations, and certification whenever possible
- Drive towards fuller transparency from MES vendors
- Improve tracking of sustainability metrics throughout our operations and supply chain
- Strive to measure (business travel, supply chain, commuting, etc.) carbon emissions in our events and report them to our customers and employees in order to implement strategies to reduce them
- Develop the ability to measure and reduce all travel-related emissions by working with our suppliers, encouraging our employees to commit to public transportation and zero-carbon commuting, and to reduce employee travel overall
- Maintain solid waste diversion for our operations through a combination of waste reduction, composting, reusing and responsible recycling, for all sites and events, whenever possible

- Educate and engage employees on sustainability at home, work, and throughout their communities through a combination of employee communications, learning sessions, and hands-on opportunities
- Report results of our sustainability program to employees, partners and other stakeholders

Final statement:

MES employees, vendors and sub-contractors have a legal duty to ensure that all country-appropriate environmental laws and regulations are met. MES expects that each employee, vendor and visitor will follow the above practices to ensure that MES meets its sustainability goals. This Sustainability Policy has ultimate lineage to MES' business operations policy.

This policy has been approved by Mikko Kaarlela, CEO Management Events Studio Oy.

