

Sustainability Policy

Image: The Forest Tower, Camp Adventure, Denmark



netzerocarbonevents.org

NET ZERO CARBON EVENTS

SIGNATORY OF THE PLEDGE



9001 Quality Management System
14001 Environmental Management System
20121 Sustainable Events Management
27001 Information Security Management

Sustainability Policy

At Primary we understand and recognise the impact our events and activities can have on the environment. As a team we are all committed to making necessary changes throughout our day-to-day operations and onsite deliveries. We can't save the planet on our own, but we will do everything we can to reduce and minimise the impact of our events through making the best possible choices in the planning process. We demand the best from our suppliers, who share both our ethics and visions in reducing environmental impact. We find the most sustainable solutions that deliver the best for your brand and help you to experience more.

We are committed to reducing our Greenhouse House Gas emissions (hereafter referred to as GHGs or emissions), reducing our waste footprint and minimising the impact of our business on the environment. Alongside our planned targets (available in our roadmap to carbon net zero) we will regularly review and update this document to ensure we are in line with government legislation and industry best practices.



Environmental, Social & Governance

INCLUSION

- Commit to take into account the needs of our interested parties through the introduction of a client feedback cycle
- Dedicated to producing sustainable, ethical, and inclusive events that leave a lasting positive legacy on the planet
- Continue to promote and nurture women in leadership positions
- Integrate ESG criteria throughout the project management process ensuring this is a priority throughout the entire project

INTEGRITY

- Actively work towards being an industry leader ensuring best practice among our peers aligning with new legislation and developments in event sustainability
- Annual review of our sustainability policy incorporating lessons learned throughout the process to ensure we are on track with our goals and aligned with wider business operations
- Commit to uphold the highest standards of honesty and professionalism in every interaction
- Creation and circulation of employee health and wellbeing (or alternative) policy for continued support throughout the business
- Policies throughout the business on ensuring fair and ethical business practice



STEWARDSHIP

- Ensure ongoing staff education through in house training and well established on-boarding procedures
- Maintain a highly functional supplier procurement process and supplier database to manage impact of our events and help inform decision making in relation both financial and environmental cost
- Commitment to continuous improvement of our sustainability management system based on increased knowledge, relevant guidance and legislation. Goals have been set and will be continuously updated as we move forwards to ensure the needs of all interested parties are met in the best possible way throughout this journey
- Provision of opportunities for student placement hours and work experience (at all stages of education) within the business
- Pledging an annual amount to donate to local charities or community groups, alongside introduction of annual selection processes

TRANSPARENCY

- Commit to being transparent about our sustainability progress with knowledge sharing both internally and externally
- Maintain a cycle of sharing lessons learned with the wider team and ensuring these improvements are actioned
- Regular updates within ESG reporting, both internally and externally to ensure transparency at all times
- Internal team accountable for ensuring targets are met and compiling metrics to measure our annual performance against targets

This policy is approved by Primary's senior management and outlines our commitment to sustainability.



Dan Stevens
Managing Director
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