



Fresh Sustainability Policy

The fresh group is committed to the sustainability of our business and the events industry as a whole, and are aware of the impact we have on our surroundings. As part of our corporate responsibility, the fresh group has subscribed to the following Sustainability Principles:

Carbon: Our current carbon footprint is 103.39 tonnes per year. As there are some forms of energy usage that are non-avoidable, we are looking at ways of offsetting our carbon emissions into projects such as the African Efficiency Project, which supplies communities with energy efficient cooking stoves or solar powered sun ovens to replace their open fires. In addition to the saving in greenhouse gas emissions, the reduced need for firewood and the burning of rubbish means a reduction in the amount of time spent collecting the material. These projects have a wide range of additional benefits to the receiving community, including health, financial, social and environmental, maximising the projects' achievements beyond just carbon saving. As well as offsetting, we have implemented energy efficiency within our building and infrastructure and endeavour to source as much as we can from renewable or reusable sources.

Waste: We already recycle all our plastics, paper, glass, card, print and toner consumables and mobile phones, and continue to reduce waste generation through improved design and encourage the re-use, reduce and recycle mantra to our clients. All our lighting is on sensors and all are fitted with energy saving bulbs. Our large, tinted windows on all sides maximise use of natural daylight and our air conditioning and heating are on strict time limits for certain periods of the day. All electrical equipment is turned off at the end of the way to minimise energy wastage overnight, and all in-house printing is double sided as standard to reduce paper waste.

Transport: We actively encourage transport that reduces impact on our surroundings, and always choose train and tube over car and taxi. We have also set up a car sharing scheme for the office where those car sharing with three or more staff members are entitled to a space in the car park. We also continue to ensure we are not wasting energy in transporting items or using same day couriers and endeavour to combine deliveries using our own company vehicle, which is fitted with a diesel particulate filter. We are also working with other businesses on our business park to develop and maintain a shuttle bus service from the nearby rail station to promote the use of public transport and cut down on emissions.

Sustainable Materials: We are committed to using local, reclaimed, recycled and reused items as and when possible and actively encourage our clients to do the same. We also encourage using local crew and companies for events to spur investment in resource and boost local economies. We also advocate using caterers who support local food production, and who are committed to only purchasing from those suppliers concerned with lower impact packaging, processing and disposal. In terms of our impact on our surroundings, we ensured that during the building process at FIN House, there was no detrimental effect on the surrounding environment. Cheadle Royal as a whole is a low density business park where over 40% of the site (11.13 ha/27.5 acres) is made over to soft landscaping. Buildings are carefully positioned to respond to the natural topography of the park which is dominated by the gently sloping wooded stream corridor that runs from north to south through its centre. Existing hedgerows and many fine specimens of mature oak, ash,



maple, horse chestnut and willow naturally determine many of the plot boundaries, sitting comfortably alongside the lakes and water features that combine to give Cheadle Royal its parkland character. Part of the character of the Cheadle Royal business park comes from its rich abundance of wildlife. Attention has been paid to ensuring existing wildlife habitats are maintained and many new ones have created.

Community Responsibility: We understand our role within our community and understand we have a responsibility to be socially aware. We aim to foster good relations in our local community through our charity work aim to educate where we can on our sustainability policies.

Equality and Fair Trade: Within our own business we are committed to our Equal Opportunities policies and therefore actively strive to work with like-minded businesses and clients. We understand that fair trading relationships ensure a community has a beneficial impact on other communities both locally and globally, especially disadvantaged communities in deprived areas.

Health and Wellbeing: We understand that the success of our business is built on the success of the individuals within it, and we are committed to promoting healthy lifestyles and a positive physical, mental and spiritual well being for all our staff. We do this through a comprehensive Personal Development Programme, a bespoke Time off In Lieu scheme, and money off or reduced price offers at hotels, spas and gyms.