

Policy Statement on ESG Legislation

Purpose: This policy aims to outline the commitment of Extreme Exhibitions Limited to comply with and support ESG legislation, ensuring sustainable and ethical business practices that contribute to environmental protection, social equity, and robust governance.

Scope: This policy applies to all employees, stakeholders, and partners of Extreme Exhibitions Limited. It encompasses all operations, investments, and business activities.

Policy:

1. Environmental Responsibility:

- **Compliance:** Adhere to all relevant environmental laws and regulations, including those related to emissions, waste management, and resource conservation.
- **Sustainability Initiatives:** Implement and support initiatives that reduce environmental impact, such as energy efficiency programs, renewable energy projects, and sustainable sourcing practices.
- **Reporting:** Regularly disclose environmental performance metrics, including greenhouse gas emissions, water usage, and waste management, in accordance with applicable ESG reporting standards.

2. Social Responsibility:

- **Human Rights:** Uphold and promote human rights within our operations and supply chain, ensuring fair labour practices, safe working conditions, and respect for diversity and inclusion.
- **Community Engagement:** Engage with local communities to understand their needs and contribute to their development through social investment, volunteer programs, and partnerships.
- **Transparency:** Provide clear and transparent reporting on social impact, including diversity metrics, community engagement activities, and labour practices.

3. Governance:

- **Ethical Conduct:** Maintain the highest standards of ethical conduct, integrity, and accountability in all business activities.
- **Board Oversight:** Ensure that the board of directors provides effective oversight of ESG-related risks and opportunities, integrating ESG considerations into strategic decision-making.
- **Compliance and Risk Management:** Establish robust compliance and risk management frameworks to identify, assess, and mitigate ESG-related risks.



Implementation:

- **Training and Awareness:** Provide regular training and awareness programs for employees on ESG principles, legislation, and best practices.
- **Monitoring and Evaluation:** Continuously monitor and evaluate ESG performance, setting measurable targets and reporting progress to stakeholders.
- **Stakeholder Engagement:** Engage with stakeholders, including investors, customers, and regulators, to understand their expectations and incorporate their feedback into our ESG strategy.

Review and Update: This policy will be reviewed annually and updated as necessary to reflect changes in legislation, stakeholder expectations, and best practices in ESG.

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