

CONNECTING PEOPLE MORE SUSTAINABLY

A MESSAGE FROM THE CEO

I am delighted to present our inaugural Sustainability Report, a milestone in our journey toward a more responsible and sustainable business whilst continuing to deliver first-class shows and digital products for our customers. I am proud to share with you the strides we have taken on our journey towards sustainability, reflecting on our achievements over the last year and looking ahead at our ambitions over the next 12-18 months. In today's world, where the importance of environmental, social, and governance considerations is paramount, we recognise our responsibility as a global business to deliver economic and social benefits whilst contributing meaningfully to a more environmentally and socially just future.

This report not only marks our commitment to transparency but also serves as a testament to our dedication to helping our customers act more sustainably. As we navigate the dynamic landscape of the events industry, we understand the significance of aligning our business practices with the principles of sustainability. By embracing this ethos, we aim to not only meet the expectations of our customers and stakeholders but exceed them.

Within these pages, you will find a comprehensive overview of our environmental and social sustainability initiatives. We are dedicated to minimising our environmental footprint, fostering a diverse and inclusive workplace, and generating economic and social impact in the communities in which we operate.

Our journey is just beginning, and we are committed to continual improvement. We understand that sustainability is a journey, not a destination, and we are excited about the opportunities that lie ahead. I invite you to explore this report and join us on this path toward a more sustainable, responsible, and resilient business.



LISA HANNANT
CHIEF EXECUTIVE OFFICER, CLARION EVENTS

CONTENTS

Section 1 – the Group and its activities across geographies. Describing the work carried out internally and with our stakeholders to identify the challenges and opportunities we face. Introducing Clarions strategic sustainability framework, our overarching strategy and our Global Action Plan.

Section 2 – we focus on our most material Sustainability topics, our priorities and discuss them in relation to our global and regional actions plans.

The content of this report covers Clarion's FY24 reporting period February 1st 2023 – 31st January 2024.

SECTION 1

CLARION AT A GLANCE

Clarion Events is one of the world's leading event organisers, producing and delivering innovative and market-leading outcomes and experiences since 1947. Clarion Events is an international business, with a portfolio of leading brands across a range of vertical markets. We provide a diverse portfolio of products, including but not limited to; trade shows, consumer events, conferences, roundtables, online publishing and e-commerce platforms. Our worldwide portfolio of shows and digital products cover a range of sectors including technology, retail & home, public safety, life sciences, gaming, fashion, energy & resources, enthusiast, electronics, digital marketing, and defence and security.

Clarion Event's purpose is to deliver exceptional customer outcomes and experiences by making every connection count. We connect people, products, suppliers and content, providing platforms that connect buyers and seller to discover, evaluate, and buy products and services. Our shows and digital products inform and inspire, sharing skills, knowledge and resource. Our vision is that every one of our products is the market leader in customer satisfaction and delight. To deliver on our purpose and vision, the business has five core strategic pillars:

1. **PEOPLE, CULTURE & VALUES** Assemble and develop an industry-leading talent pool, under a clear and shared framework of values, behaviours and aspirations.
2. **STRONG RESILIENT PORTFOLIO** Establish a world-class portfolio of leading brands in attractive underlying markets.
3. **BUSINESS MODEL** Focus on business model evolution to deliver innovative products that meet the connection needs of their markets.
4. **CUSTOMER CENTRICITY** Place exceptional customer outcomes and experiences at the heart of our approach to business.
5. **OPERATING MODEL & TECHNOLOGY** Deliver customer value and grow our brands via an effective and progressive technology platform and operating model.

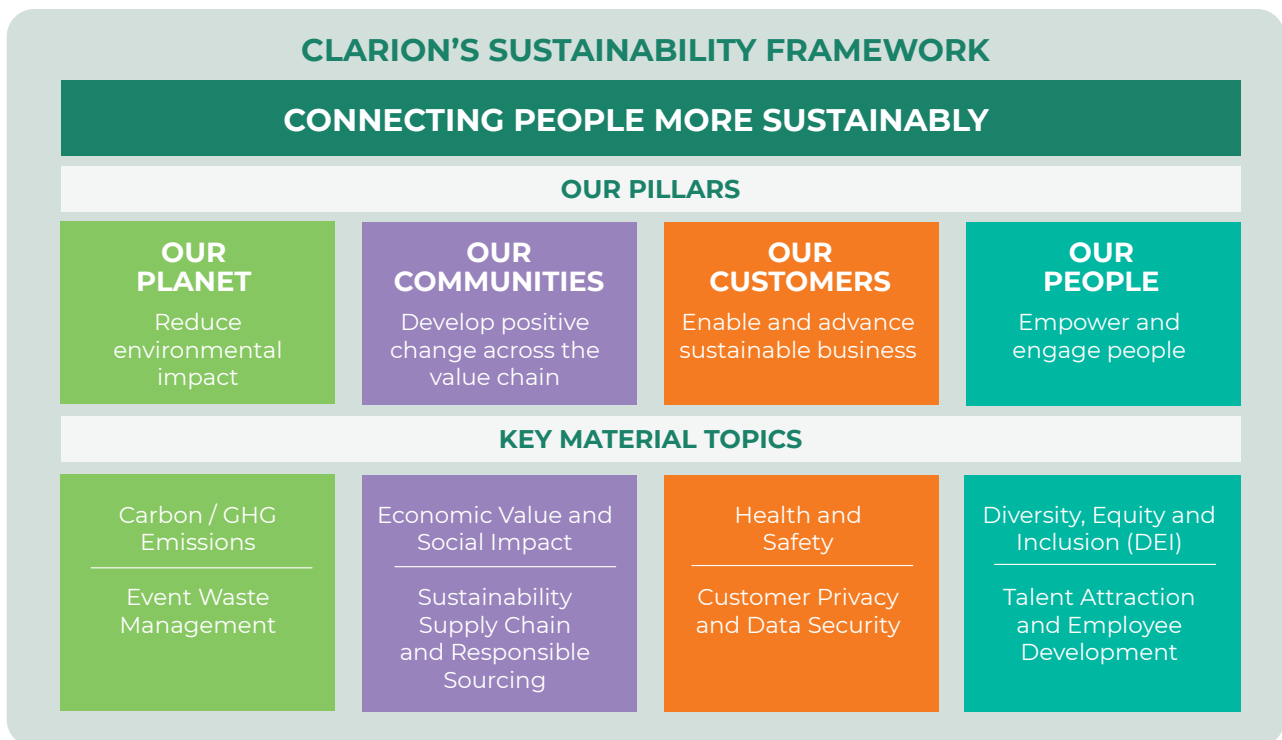
<p>1,750+ EMPLOYEES</p> 	<p>41 OFFICES WORLDWIDE</p> 
<p>EVENTS ACROSS 20 COUNTRIES</p> 	<p>>21,000 TONNES OF CO2E</p> 

CLARION'S SUSTAINABILITY FRAMEWORK

Our sustainability framework enables us to consolidate our efforts around topics that will best serve our planet, communities, customers, and people. The four pillars and eight material topics assessment allowed us to build our first sustainability framework as outlined on the next page. These topics are the most material areas for value creation and protection for our internal and external stakeholders as well as the business.

They complement each other and draw focus towards the importance of our impact on society, and our customer-centric approach to facilitating connections. Our sustainability strategy is built upon the framework and topics and is where attention will be focused. It is recognised whilst some topics may touch different pillars, allocating them under one pillar will help define and report against our commitments.

Since establishing our sustainability framework, we have agreed appropriate global, and subsequent regional action plans, their associated metrics, and begun collecting baseline data to monitor our progress in each topic area.



GOVERNING SUSTAINABILITY

The Board recognises the importance of maintaining high standards of corporate governance.

At the highest level, our Executive Committee have the oversight of the sustainability strategy and performance.

The Global Sustainability Committee sets the direction of the sustainability agenda, ensuring that the regional working groups implement the strategy and action plans at Group level. It guides and advises management and operational staff on the implementation of the strategy for each business line and geography. It monitors and measures progress achieved on the 8 material topics, and reports to the Executive Committee, ensuring compliance with regulation.

Within each geographic region is a dedicated Sustainability Working Group comprised of topic-champions responsible for day-to-day management and follow-up of sustainability initiatives. They address the specific challenges and opportunities of the region, linking operations and management and ensuring alignment across the company.



At a local level, Portfolio Level Sustainability Champions identify key local opportunities. They demonstrate and promote the regions sustainability commitment with our customers and stakeholders. Portfolio level activity is fed into the Regional Sustainability Working Group and Global Sustainability Committee for reporting and monitoring purposes.

We will use this structure to communicate our progress transparently and honestly along our journey of sustainability.

REPORTING

Headquartered in the UK, Clarion Events are required to report under Streamlined Energy and Carbon Reporting (SECR) and Energy Savings Opportunity Scheme (ESOS). However, planning must begin for emerging regulation; by FY26 Clarion Events meet the criteria of the Task Force on Climate-Related Disclosure (TCFD) and we will meet the criteria of the Corporate Sustainability Reporting Directive (CSRD) by FY29. Therefore, we are already beginning the preparation work to ensure our governance, strategy, metrics, targets and reporting are consistent with these frameworks.

SECTION 2

Section 2 focuses on our material sustainability topics, our priorities and discusses them in relation to our global and regional actions plans. This report is designed to consolidate and summarise our work on sustainability and topics that are important to our business and stakeholders, and guide readers to where they can access more detailed information about specific topics of interest. These priorities, structure our strategy and action plan aimed at:

CONNECTING PEOPLE MORE SUSTAINABLY

OUR PLANET

PILLARS

OUR PLANET

Reduce environmental impact

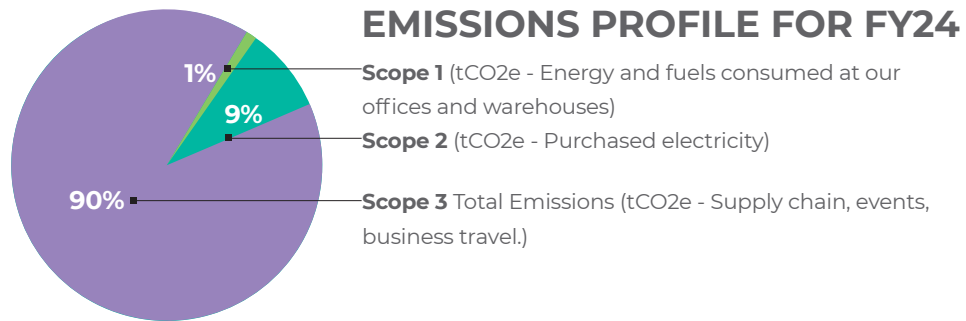
KEY MATERIAL TOPICS

Carbon / GHG Emissions

Event Waste Management

As a leading global event organiser, we create a huge amount of value for our customers for a relatively small direct environmental impact – this impact being carbon emissions arising from energy consumed at our offices and warehouses (scope 1 and 2 emissions). However, if we consider the environmental impact beyond our direct carbon emissions, we begin to understand our true impact on our planet.

We've been working to understand the relative scale of the indirect emissions from our supply chain and events (scope 3 emissions) using a spend-based analysis (more on the limitations of this approach in Appendix 1). During 2024 we will be transitioning to more activity-based data collection, focusing on our events and key suppliers.



We are committed to long-term reduction and mitigation of our emissions. However, we recognise that we cannot reach net zero alone, hence joining the Net Zero Carbon Events (NZCE) initiative. NZCE serves as a platform to share progress and successes across the sector, highlighting the appetite within the industry to collaborate and ensure we all play our part in meeting our targets.

As part of the initiative, we have signed the pledge to halve our emission by 2030, and reach Net Zero by 2050 at the latest. **Clarion have taken the Net Zero Carbon Events ambition one step further and pulled forward our Net Zero target from 2050 to 2045.** We recently published the first iteration of our Net Zero pathway which proposes how we plan to achieve these targets, focusing on five areas:

- Reduce energy consumption at our premises
- Build sustainability into our supply chain
- Build sustainability into events
- Create business travel efficiencies and invest in offsets
- Collaborate with industry peers



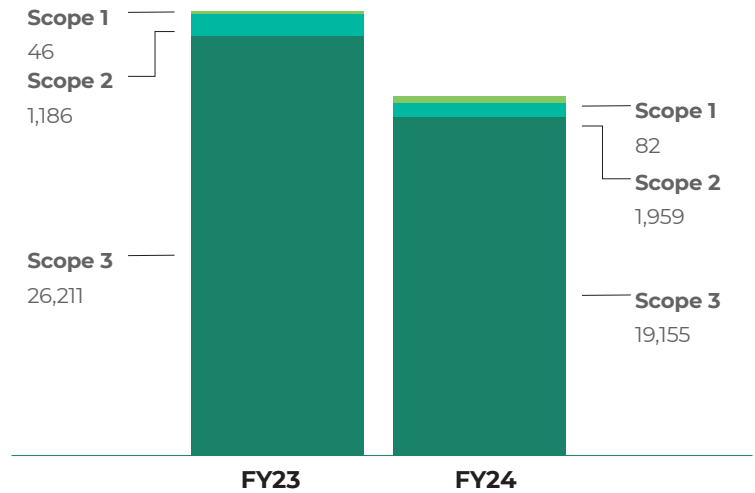
We are on a journey to improve our data accuracy by refining our approach to data collection, calculation, and estimation. Whilst our overall emissions have reduced between FY23 and FY24, scope 1 and 2 data have shown an overall increase. This increase is due to several factors, including provision of more data which was previously unavailable, increased energy consumption at some offices, and the DEFRA electricity emission factors increasing due to carbonization of the UK electricity grid.

Our Net Zero pathway focuses on energy efficiency at our offices and warehouses. Part of our plan to halve our emissions by 2030 means working with our property managers and landlords to improve energy efficiency at our leased offices and ensure a downward trajectory in scope 1 and 2 emissions. Energy efficiency will be a key consideration in the decision-making of our facilities and estate.

Our Scope 3 emissions have decreased from FY23 to FY24. We have moved our business travel, office waste and water consumption from spend-based data to activity-based data for FY24. Additionally, we have improved our spend-based methodology by more accurately representing categories of spend.

Our top 52 suppliers (based on total spend) across the Group contribute to 80% of our scope 3 supply chain emissions. Therefore, we can be confident that engaging with these 52 suppliers on decarbonisation will have a material impact on our overall emissions.

EMISSIONS PROFILE FOR FY23 AND FY24 (TCO2E)



FY24 SCOPE 3 CARBON EMISSIONS – TCO2E



We will begin engaging with new and existing suppliers around our Net Zero ambition, requesting our key suppliers measure and regularly report on their environmental impact as well as the progress being made to deliver a more sustainable business. We are committed to reducing our impact on the environment and we expect our supply partners to share this commitment.

In order to fully understand the carbon emissions associated with an event, it is important to look not only at those emissions generated at the time of the event itself, but those which take place before, during and after the event. To meet our commitments, our first step is to measure emissions using activity data. Clarion is transitioning to collecting data directly from our events, including but not limited to energy, waste, materials and water. This data will be used to baseline carbon emissions across all our events so we can identify the reductions needed to achieve our ambitious targets. We know there are ways we can make our operations and events more sustainable, and we're working with our customers and suppliers to do just this.

Given ongoing efforts to expand our reporting scope, we anticipate a likely increase in reported emissions in the first few reporting cycles as we continue to further identify and aggregate data from new sources across the full spectrum of our activities.

MEASURING THE IMPACT OF OUR EVENTS

In September 2023, we carried out an environmental audit at one of our large events; DSEI at the ExCel London. Over the course of the four-day event attendee numbers were up 23% over the record previously set in 2019, with a record number of international delegations. The sustainability audit collected data around energy consumption, waste generation, staff and attendee travel, production materials and stand building, as well as logistics. This activity data was used to calculate the total carbon footprint. This is the first year we have measured our activity-based data collection at an event, and provides a baseline from which to reduce emissions. We will be extending the collection of event level data to all events by the end of 2024.



REDUCING WASTE THROUGH THE BETTER STANDS PILOT



Clarion Events are collaborating with 11 exhibition organisers to pilot the Better Stands programme. The programme aims to reduce single use disposable stands at exhibitions in favour of reusable structures.

The pilot's key objective is to identify ways Better Stands can be easily adopted across different organisations and geographies. The initiative is divided into three key stages – Bronze, Silver and Gold. This helps facilitate a gradual transition from disposable to reusable stands for all exhibitors. Clarion Events piloted the initiative at two events, iGB Affiliate London and Distributech International, in early 2024. Learnings will be shared amongst other event organisers, venues, exhibitors and contractors looking to minimise event waste. Read more about the pilot announcement [here](#).



Better Stands

Moving away from disposable stands *together*

FY 2025 OBJECTIVES:

- Calculate, reduce, and report Scope 1, 2 and 3 emissions annually
- Publish and adopt Clarion's waste policy aligned with Net Zero Carbon Events best practice.
- Collect and report on waste generated from our events, to track reduction over time.
- Join the Better Stands Initiative pilot and roll-out across two events in 2024, sharing learnings globally.

METRICS:

- Total GHG Scope 1, 2 and 3 emissions (tCO₂e) per year
- Total event waste (tons)
- Event waste recycled / donated (tons)
- Event waste diverted from landfill
- # of events participating in the Better Stands initiative

OUR COMMUNITIES

PILLARS

OUR COMMUNITIES
Develop positive change across the value chain

KEY MATERIAL TOPICS

Economic Value and Social Impact
Sustainability Supply Chain and Responsible Sourcing

SOCIAL IMPACT

We are dedicated to creating positive change across our value chain for all our stakeholders. The shows we deliver generate significant value through the creation of jobs, direct spending that supports local economies and on salaries and taxes. We create positive social value through our charitable giving, and are committed to integrating sustainability into our supply chain assessment process. Across the Group, Clarion made over £100k in cash donations during the financial year. This omits any donations in-kind, such as donations of exhibition stands to charities, or donation of materials such as carpet or products post-show, or cash collected by charities present at our events.

In North America, Clarion has established the charitable group Clarion Cares to support organisations that align with our core values: passion, care, imagination and trust. The Clarion Cares mission is to collaborate with the industries we serve and together give back to local and global communities which host our live events.

Similarly in EMEA, under the Helping Our World (HOW) Days scheme, employees are encouraged to contribute up to 1 day a quarter of voluntary time to the community in any way that serves a broader social responsibility or benefit. Clarion Events are committed to promoting the uptake of HOW Days and contributions to Clarion Cares.

In Hong Kong, our Global Sources tradeshows are partnered with the charity Crossroads Foundation under the Care and Share initiative. The initiative encourages exhibitors to donate their exhibits to the Foundation who then re-distribute the items to those in need. In order to maximise our contribution to communities, the Group will focus on aligning future charitable giving under the Clarion Cares charitable group.

ECONOMIC VALUE

Live events offer huge economic value to their host cities. 'Direct' economic impact refers to the immediate economic benefits generated by an event, such as renting a venue and selling tickets. 'Indirect' impacts encompass the secondary economic effects, like increased business for hotels, restaurants, transportation services, or temporary event staff. Through this lens, live events are crucial for local employment and income growth. Clarion Events will focus efforts on establishing a global methodology to measure the economic value of our events, working with our largest events to consider how we can have an increasingly positive impact on our host cities and communities.

SUSTAINABLE SUPPLY CHAIN AND RESPONSIBLE SOURCING

Whether supporting our back-office operations or directly at our events we value the expertise our suppliers bring and recognise the important role they play in delivering exceptional outcomes for both us and our customers. We want to cultivate and develop relationships with suppliers who share our values and beliefs and support us in developing better ways of working. This includes working collaboratively to ensure that together we achieve wider environmental, social, and economic benefits. Over FY25 we will focus on developing embedding a Procurement Policy, Supplier Checklist, and Supplier Charter into our procurement processes, asking our suppliers to join us in moving to renewable energy and developing carbon reduction initiatives in line with the industry's Net Zero Carbon Events Initiative, and ensuring best practice in areas such as human rights, labour and the environment.

ECONOMIC IMPACT OF ICE & IGB AT £244M

Tradeshows and exhibitions contribute to the economy of their host cities via direct spend on organising, exhibiting and attending the event, increased business of local exhibitors, as well as the “multiplier effect” resulting from spend on goods and services within the local economy. To better understand the extent of our economic impact, we worked with Equimore to measure the economic impact of ICE & IGB, one of our largest shows in EMEA. The results showed ICE & IGB contribute **£244m** to the UK economy in 2023 alone. We will continue to refine and enhance our approach to economic impact measurement, rolling out economic impact measurement across more events, and identifying ways to further support host cities.



CLARION CARES

Clarion Events' energy portfolio was the first to find a deep connection to a partner, Energize Ukraine, under the Clarion Cares initiative with two events taking place in 2023; DISTRIBUTECH International and POWERGEN International.

Energize Ukraine is a global initiative to immediately help the Ukrainian people rebuild their energy infrastructure which has been destroyed by missile attacks that have damaged over 40% of Ukraine's infrastructure.

Together with the energy communities engaged with DISTRIBUTECH and POWERGEN, we helped collect and contribute monetary donations and electrical equipment through the global coalition by the Ukrainian World Congress.

By donating funds, the Ukrainian World Congress will be able to fund the delivery of donated equipment or purchase of new or used equipment to the areas of Ukraine most in need and have experienced the most devastating destruction. Learn more about the equipment needed and donate at energizeukraine.com.



GLOBAL SOURCES CARE & SHARE

Since 2006, our Global Sources tradeshows in Hong Kong have partnered with the charity Crossroads Foundation under the 'Care and Share' initiative. The initiative encourages exhibitors to donate their exhibits to the Foundation who then re-distribute the items to those in need. Over 13 years, the initiative has collected items including furniture, mobile accessories, and stationery for distribution to 64 non-profit organisations and social welfare institutions in Hong Kong SAR and other regions and countries around the world.



global sources
care & share
关爱与分享

YES! AT THE AFRICA ENERGY FORUM

Exciting, empowering and inspirational. These are just some of the words used by delegates to describe the second Youth Energy Summit (YES!), which took alongside the Africa Energy Forum in Nairobi in June.

Launched in Brussels in 2022, the YES! mission is to enable the next generation of energy leaders to develop the network, connections and knowledge needed to take on the task of electrifying Africa.

YES! 2023 brought over 1,100 entrepreneurs, students, educators and early career professionals from 28 countries together with corporate and development communities across the energy sector to make those connections.



- With the support of foundational partner Global Energy Alliance for People and Planet (GEAPP), we funded travel and accommodation for the young people who needed it most
- A \$5,000 prize fund was awarded to develop the best sustainable energy solution in the YES! Youthpreneurs Energy Showdown
- The summit honoured champions in youth and energy, with awards presented by His Excellency Dr William S. Ruto, President of Kenya
- We launched the Beyond Privilege digital platform, giving access to online learning, networking and opportunities to everyone, with an ultimate goal of reaching 100 million people across Africa over the next 10 years through a network-based approach.

This was followed by the inaugural YES! Youth Energy Day in November 2023, where 16 of the biggest names in African industry met with young people to talk about career possibilities in the energy sector. In a world-first, this initiative took place simultaneously in four African cities and was live-streamed through the Beyond Privilege platform, which now has 5,000 young people exploring careers in energy and seeking ways to collaborate, as we look to scale up job creation across the continent.

FY 2025 OBJECTIVES

- Establish a global methodology to measure the economic and social value of an event.
- Align and disclose global charitable giving.
- Create Clarion's first global procurement policy.
- Implement Clarion's first global supplier check-list.
- Implement Clarion's first global supplier charter.

METRICS

- Charitable donations (£)
- # of volunteer hours
- % of key suppliers screened against supplier checklist
- % of key suppliers signing the Supplier Charter

OUR CUSTOMERS

PILLARS

OUR CUSTOMERS

Enable and advance sustainable business

KEY MATERIAL TOPICS

Health and Safety

Customer Privacy and Data Security

HEALTH AND SAFETY

Clarion Events believe that a safe environment goes hand-in-hand with fostering sustainable business practices. We take the safety of our employees, customers, contractors and supply partners extremely seriously and believe that everyone has the right to work, engage and connect in a safe environment. Our health and safety policy details how we achieve this and ensures our operating environments are safe for staff and customers. We expect all supplier partners to take the safety of their employees, customers and third parties extremely seriously and to always comply with all local safety laws as well as having additional measures where necessary.

We prioritise creating a safe and secure environment for all those who engage with our products and services, and firmly believe that the well-being of our customers is intricately linked to the overall success of our events. We continuously invest in robust safety protocols, health and safety audits, and where deemed necessary, allocating health and safety managers to complex stands. Our dedication to maintaining high standards in health and safety not only reflects our ethical responsibility but also ensures the trust and satisfaction of our valued customers.

Health and safety risk management is a continuous improvement process, so will continue to work with our suppliers to collectively introduce new ways to reduce the risk of injury over and above those prescribed by law.

CUSTOMER PRIVACY AND DATA SECURITY

Clarion designs and embeds Data Privacy and Cyber Security principles and practices into our processes and operations. A combination of technology, culture and training are required to address the regulatory expectations and the cyber threats faced by every global organisation. We strive to meet and exceed these expectations and challenges, and recognise that doing so is critical for both the sustainability of our business and ensuring we that retain the trust placed in us by our valued customers.

In particular:

- All data processing activities, and the software and services that support them, are documented and assessed using the OneTrust privacy management tool. OneTrust applies risk flags and builds a dynamic risk register from which new software or services can be approved or rejected. All suppliers and assets are reassessed every 18 months.
- Clarion operates a Cyber Security Committee and a Data Privacy Committee, with Board representatives present in both groups alongside our DPO, CISO and In-house Counsel. These groups work to ensure that governance and strategy are aligned, which supports our belief that culture starts from the top of our organisation.
- To further support the Cyber and Privacy training that new starters undertake, Clarion also run quarterly phishing tests designed to make staff aware of the most common threats that we face. Our privacy team also run regular workshops and training sessions throughout the year across our global office network.

CYBER SECURITY AND DATA PRIVACY

As part of our ongoing effort to maintain a secure and productive digital environment, Clarion is embedding a culture of cyber security and data privacy awareness. The Clarion DPO and CISO embarked on a schedule of face-to-face and online Privacy and Security training workshops. As an enhancement to the mandatory online Privacy and Security training undertaken by all employees, these workshops bring conversations down to a relatable level with our employees giving them the opportunity to openly ask questions and share experiences. This is a key part of strengthening “Data Privacy and Security First” Culture across the business.

Additionally, during 2023 a program of work was undertaken to roll out a company-wide Password Manager solution. 1Password was identified as the industry-leading solution of choice. At present, we have a 94% adoption rate across 950 employees. 1Password ensure that all passwords Clarion Events employees use are suitably complex, are not reused across multiple systems, are regularly changed and would be highlighted should they become part of a data breach that any of our solution providers might experience. Good password standards are one of the most effective ways of keeping our systems and our customers’ data secure.



FY 2025 OBJECTIVES

- Ensure all near misses, incidents and accidents are being reported after each show globally.
- Ensure all employees are allocated with the relevant levels of health and safety training and qualifications in relation to their roles, including new joiners.
- Use One Trust privacy management suite to assess data processing activities, data assets and the vendors that supply those assets to identify and mitigate risks.
- Raise more awareness on cybersecurity by increasing internal communication, providing more training to employees on a regular basis, and discussing the topic in executive and board meetings

METRICS

- # significant incidents at events
- % of operational staff trained on EHS
- % of all eligible staff to complete the Cyber Security training module within 60 days of joining
- % of all eligible staff to complete the Data Privacy training module within 60 days of joining

OUR PEOPLE

PILLARS

OUR PEOPLE

Empower and engage people

KEY MATERIAL TOPICS

Diversity, Equity and Inclusion (DEI)

Talent Attraction and Employee Development

Our business is driven by shared beliefs and our core values of Passion, Care, Imagination and Trust. Our strength comes from the diversity of our global teams. This brings unique perspectives, innovation, creativity, and new ways of solving the challenges we all face. We strive for an environment where every individual is treated with fairness and respect, can bring their whole self to work and can maximize their full potential.

DEI

Each year, we are required to produce a Gender Pay Gap report for our UK based workforce (latest report available [here](#)). Over 2024, we are committed to extending the scope of this reporting to produce a Global Gender Pay Gap report, enabling us to understand Clarion's global gender diversity. To further our commitment to supporting and empowering women in our workforce, Clarion is an active member of Women in Exhibitions (WIE), an international organisation dedicated to advancing the role of women in the industry. WIE provides a platform for members to connect with the best professionals in the industry through a diverse range of events including social gatherings, networking events, thought leadership seminars, and educational sessions. Clarion employees actively participate in these events, benefiting from the exposure to industry insights and trends.

Our EMEA and US appointed Diversity, Equality, and Inclusion (DEI) leads are focused on driving positive initiatives across their region to support our DEI strategy implementation. Various events for our staff have been arranged highlighting important topics such as:

- Black History Month
- Pride Month
- Lunch & Learn with Female Senior Leaders for Women's History Month
- Lunch & Learn - Remembering the Events of 9/11
- Promoting Wellbeing and Belonging at Work training hosted by the UK DEI specialist for World Mental Health Day
- Active Bystander and Cultural Disruptor training hosted by the UK DEI specialist
- Affiliate Summit Team (celebrating its support to all of our LGBTQIA+ employees, customers, and partners) donating to the Trevor Project for Pride Month 2022

TALENT ATTRACTION AND EMPLOYEE DEVELOPMENT

We have a comprehensive set of policies and processes that inform and support our employees in the way in which we do business. This includes an employee handbook, mentoring programme, global performance review processes and competency framework tools to drive performance, talent, personal and career development.

We value employee engagement and are committed to the continued improvement of our regular staff and Pulse surveys. The Group held its fifth employee engagement survey in February 2023, with results published to senior management in April 2023. The survey continued to focus on well-being and inclusion, as well as looking at communication. The eNPS score, which measures employee advocacy was 16 in February 2023, which is considered 'good' and remains strong relative to comparative cross-industry benchmarks.

Management is committed to acting on feedback and implementing initiatives at a Group, regional and portfolio level and are currently working to understand the movement in the score and formulate an action plan. This is in the early stages and will be implemented as we move through 2024.

WOMEN IN ADVANCED THERAPIES (WIAT)

WIAT is a pioneering community dedicated to uplifting women within advanced therapies. Through mentorship, networking and global events, we connect aspiring professionals with industry veterans, fostering an environment of growth, inclusivity and innovation. Together we aim to shape a future where women are at the forefront of scientific advancement.

Borne from a small mentorship programme in 2018 (consisting of no more than 10 people), Phacillitate's

Head of Women in Advanced Therapies, Becky Johnson-Kent took this initiative and built on the existing foundations of community to create and nurture the global community and framework as it stands today. WIAT now consists of 2 in person events and 1 virtual event all enabling the community it serves to come together with the shared vision of advancing and supporting women within CGT and the wider life sciences community. As well as of course the mentorship programme where it all began. Read more about it [here](#).



BLACK BUSINESS SHOW

As part of Clarion's ongoing DEI strategy, we are in the third year of our partnership with the [UK Black Business Show](#), founded by author, entrepreneur and former Clarion Events employee Raphael Sofoluke.

The show is the leading event in the UK and Europe for black entrepreneurs, career professionals and allies of the black community, engaging corporate sponsors such as HSBC, JP Morgan, American Express, Meta and BT.

Launched in 2017, the show now brings together 6,500 attendees and 200 exhibitors, most of which are black-owned SMEs in a range of sectors.

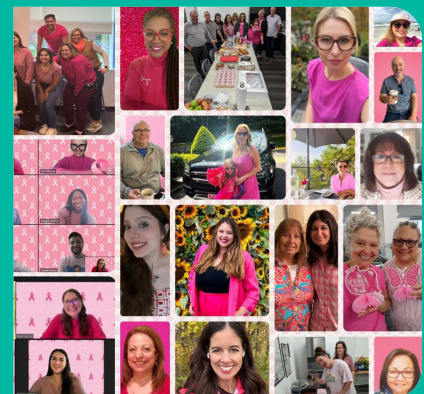
Through our collaborative partnership, Clarion has supported the business by providing working capital and infrastructure support. The UK BBS team are based in our London HQ and benefit from the wealth of event expertise in that office and others as they look to expand overseas.



EMPLOYEE DEVELOPMENT

We have implemented a program dedicated to empowering and engaging our people, fostering holistic development opportunities across all organisational levels. This initiative encompasses executive coaching, leadership development, peer mentorship, and diverse learning experiences. The executive coaching component focuses on self-awareness enhancement, improved communication skills, effective conflict resolution, strategic thinking development, leadership skill enhancement, and personalised development plans. The Leadership Development program, "Leaders of Tomorrow (LOT 2023)," witnessed a 94% retention rate, with 20% of participants promoted, emphasising effectiveness of the programme in generating career progression opportunities.

The Cross-Corporate Peer Mentorship Program, "Mentor Matrix," involving 80 participants, promotes diverse perspectives, enhanced networking, cross-industry learning, and leadership skills enhancement. Engagement activities, including themed contests and social clubs, collectively contribute to boosting morale and cultivating a positive and engaging work environment. This comprehensive approach underpins our commitment to the successful talent attraction, employee development, and ultimate organisational success.



FY 2025 OBJECTIVES

- Collect, analyse and track gender data across salary bands and levels of seniority via HR systems globally.
- Review DEI training and tailor to local cultural lenses and considerations
- Analyse employee engagement survey results to understand global engagement levels
- Refine employee feedback communication and appraisal channels

METRICS

- % difference in median hourly pay between women and men
- % difference in mean hourly pay between women and men
- % women in management
- % employee engagement

APPENDICES

Appendix 1 – Framework and Methodology for Carbon Emissions Calculation

The GHG Protocol Corporate Accounting and Reporting Standard provides clear guidance on how to set scope 1, 2 and 3 boundaries at company level. The table below gives an outline of how Clarion defines our scope 1, 2 and 3 emissions.

Scope 1	Scope 2	Scope 3
<p>Emissions from any on-site energy (including natural gas) generated at company offices.</p> <p>Emissions from any company owned vehicles (e.g. staff transport using company vehicles).</p>	<p>Purchased electricity for company offices.</p>	<p>Company business travel.</p> <p>Employee commuting.</p> <p>Waste generated at company offices and warehouses.</p> <p>Water consumed at company offices and warehouses.</p> <p>Other upstream and downstream emissions as identified in the GHG Protocol (investments, leased assets etc.).</p> <p>Other event related emissions (not including those associated with exhibitors):</p> <ul style="list-style-type: none"> - On-site venue energy (for Clarion owned venues) - Water consumption - Waste production - Space design and production - Paper and promotional material - Digital communications (from data transfers, livestreams etc.) - Food and beverages - Freight and logistics - Accommodation

SPEND-BASED VS. ACTIVITY BASED METHODOLOGY

There are two primary methodologies used in carbon accounting. These are the spend-based method and the activity-based method.

The spend based method of carbon accounting takes the financial value of a purchased good or service and translates it into emissions with a corresponding spend based emission factor. They provide an average level of emissions per unit of currency through high-level modelling. In such a scenario, the modelling assesses the total money spent in a given sector of the economy, the total emissions generated by this sector, and the impact of the trade of goods into and out of the economic region in question. There are limitations to the spend-based analysis, namely that this assessment may not accurately reflect our specific activities, nor does it allow us to account for operational changes made to reduce emissions e.g. making efficiencies in energy and water use at our offices would not be recognised at sites where utilities are included in our tenancy agreements.

INCLUSIONS, EXCLUSIONS, AND EMISSION FACTORS

The base reporting year selected for establishing the company's greenhouse gas emissions footprint is Clarion's financial reporting year 1st February 2019 to the 31st January 2020, ensuring that emissions and financial reporting can be aligned going forwards. This year was selected as being the most recent representative operational year prior to the COVID-19 pandemic.

UK Government BEIS/Defra, US EPA and IEA emission factors have been used for the appropriate reporting year for scope 1, 2 and scope 3 business travel. Scope 3 emissions have been calculated using EEIO-LCA spend-based analysis.

In the absence of country-specific conversion factors, Defra carbon conversion factors were used for transport. Clarion Asia business travel data is only reflective of June 2023 – January 2024, due to a change in booking sites.

- No data for employee commuting available.
- No data for waste creation at our offices available.
- No data for employees working from home available.
- No data for refrigerant emissions available.
- No market-based emission factors have been used
- The following transactions were excluded from spend data to avoid double counting: office rent, taxes, commissions, wages, intercompany transactions, travel agencies.

Clarion Events will continue to monitor and improve our emissions data quality, with an initial focus on transitioning from EEIO spend-based for Scope 3 to activity-based data from events and key suppliers.

Appendix 2 – Glossary

TOPIC	DESCRIPTION
Carbon footprint and climate risk	<p>Emissions of greenhouse gases from Clarion's activities (including travel to events, logistics, and venue emissions). Measuring those emissions, identifying their sources and implementing reductions plans.</p> <p>Understanding the impacts of climate change across the value chain including climate related physical and transitional risks and considering these impacts on the decision-making process.</p>
Responsible / sustainable sourcing	<p>Taking into account social and environmental considerations when sourcing goods/services (including event materials and food).</p>
Waste (Food and venue)	<p>Management of waste generated from Clarion's activities, including materials used during the events and from food not consumed.</p>
Local economic impact	<p>Direct and indirect economic impacts that the events managed by Clarion can bring to the cities and regions hosting them.</p>
DEI	<p>Embracing and being inclusive of staff diversity by respecting and appreciating what makes them different (in terms of age, gender, ethnicity, religion, disability, sexual orientation, education, and national origin).</p> <p>Ensuring every individual has equal opportunity to make the most of their lives and talents.</p>
Employee engagement and training	<p>Ensuring and promoting communication channels to support dialogue with employees. Providing training and development opportunities for staff consistently, ensuring development opportunities for all.</p>
Sustainable supply chain	<p>Efforts to consider the environmental and human impact of a products' journey through the supply chain (from raw materials sourcing to production, storage, delivery and every transportation link in between).</p>
Health and safety	<p>Health, welfare and safety of people working at Clarion offices and events, and the people attending such events.</p>
Controversial events	<p>Consideration for how 'vice' events (e.g., gambling, tobacco, oil & gas) could negatively Clarion's business (including reputation and recruitment).</p>
Social impact	<p>Investment in the communities where events are held and management of any negative impacts an event can cause in those communities.</p>
Customer privacy and data security	<p>Protection of private, confidential, or sensitive customer information and data, as well as the vulnerability of critical information systems.</p>
Governance	<p>The system for controlling ESG strategies, policies, leadership and systems/ frameworks for each business unit and region.</p>
Corporate taxes	<p>Complying with relevant tax laws and contributing to the economies where Clarion conducts business.</p>

Energy consumption / management	Identifying primary sources of energy usage and taking actions to increase energy efficiency. Raising employee awareness and other stakeholders (suppliers, customers, etc.) awareness about reducing energy consumption. Uptake of renewable energy in own operations and supply chain.
Human rights	Managing and improving human rights, modern slavery, and child labour, fair wages issues across the supply chain. Also promotion of fair trade initiatives.
Paper recycling	Recycling and reuse of paper used by Clarion.
Political donations / fundings	Lobbying, campaign contributions, policy recommendations and other forms of political engagement
Product/service quality and safety	Managing the risks to Clarion's customers in attending their events.
Risk management	Anticipating what might go wrong across Clarion's business (with respect to Environmental, Social and Governance issues) and putting in place actions to reduce uncertainty to a tolerable level.
Talent attraction and retention	Clarion employee attraction and retention. Ensuring fair and competitive remuneration and employee benefits.