

Sustainable Procurement Policy

At Immersive AV Expo, we recognise the significant impact our supply chain has on the environment, society, and the economy. As a leader in the AV industry, we are committed to integrating sustainability and ethical practices into every aspect of our procurement process. Our approach not only supports our business goals but also aligns with global sustainability objectives, ensuring that we contribute positively to the broader world.

Guiding Principles:

1. **Transparency:** We openly communicate our sustainable procurement intentions and practices to all stakeholders, ensuring that our actions are clear and accountable.
2. **Accountability:** We are committed to meeting and maintaining our sustainability commitments throughout our supply chain. This includes regular monitoring and reporting on progress.
3. **Collaboration:** We work closely with our suppliers to achieve sustainable outcomes and to address any challenges that arise, promoting a partnership approach to sustainability.

Commitments:

1. **Objectives & Action Plans:** We establish clear objectives and action plans that align with this policy, continuously refining and enhancing our procurement practices to better meet sustainability goals.
2. **Sustainable Suppliers:** We prioritise partnerships with suppliers who actively practice sustainability and ethics within their operations and who promote these principles within their own supply chains.
3. **Risk & Influence Assessment:** We regularly identify and address areas of high risk and significant influence within our supply chain, ensuring that we engage proactively with relevant suppliers to mitigate risks and enhance sustainability.

4. **Regulatory Compliance:** We adhere strictly to all relevant legislation, ensuring that our practices not only meet but exceed legal requirements, embracing the principles that underpin them.

Supplier Selection Criteria: We seek and prioritise suppliers who demonstrate a strong commitment to sustainability across the following areas:

- **Environmental Stewardship:**
 - Efficient use and conservation of resources, including energy, water, and materials.
 - Implementation of waste minimisation strategies, including reducing operational waste and packaging.
 - Commitment to reducing delivery impacts, with a focus on local sourcing to minimise transportation emissions.
- **Social Responsibility:**
 - Full compliance with International Labour Organization (ILO) principles, particularly concerning human rights and employment conditions.
 - A strict policy against slavery and human trafficking, ensuring zero tolerance within any part of the supplier's business or supply chain.
- **Economic Contribution:**
 - Support for job creation and the development of opportunities for SMEs and social enterprises.
 - Thorough assessment of the life-cycle costs of products, ensuring decisions are made with long-term economic sustainability in mind.
 - Commitment to providing, at a minimum, the Living Wage to all employees and contractors, ensuring fair compensation.

Review and Communication:

- This policy will be communicated throughout Immersive AV Expo, ensuring that all employees understand and adhere to our sustainable procurement commitments.
- We are committed to making this policy publicly accessible, promoting transparency and trust with our stakeholders.
- To ensure its continued effectiveness and relevance, this policy will be reviewed at least annually. The outcomes of these reviews will inform future policy adaptations and improvements, ensuring that we remain at the forefront of sustainable procurement practices in the AV industry.