Corporate Social Responsibility Policy Statement

Introduction

At Eventhire Group, we are committed to providing high-quality, fit for purpose, and sustainable event furniture and equipment, while being responsible stewards of our environment and positively impacting the communities we serve. Our approach to Corporate Social Responsibility reflects our core values of integrity, innovation, and inclusivity.

Environmental Responsibility

As a leading provider of event furniture, we recognize the importance of sustainability in every aspect of our business. We prioritize eco-friendly materials, such as recycled and renewable resources, in the design and manufacture of our offerings. Our furniture is selected to be durable, reducing the need for frequent replacements and minimising waste. Additionally, we actively work to reduce our carbon footprint by optimizing our supply chain and encouraging clients to adopt sustainable practices in their event planning. We are dedicated to implementing innovative solutions that protect natural resources and contribute to a cleaner, healthier planet.

Social Responsibility

We recognise the importance of enhancing the well-being of the communities in which we operate. This includes supporting local businesses and services. We actively endeavour to be a “Good neighbour” in and around our operating centres, local communities and event locations. We also focus on providing fair wages, promoting safe working conditions, and fostering a positive work environment for our employees.

Ethical Governance

We adhere to the highest standards of integrity and transparency in our business dealings. Our commitment to ethical practices guides our relationships with stakeholders, from customers and partners to suppliers and investors.

Diversity, Equity, and Inclusion

We believe in creating an inclusive workplace where diverse perspectives are valued. By promoting a culture of respect and fairness, we ensure that everyone has the opportunity to thrive. We understand that our success is deeply intertwined with the prosperity of the world around us, and we are dedicated to making a meaningful, lasting impact.

Ethical Sourcing and Fair Labor Practices

We hold ourselves accountable to the highest standards when it comes to sourcing our materials and working with our suppliers. We ensure that all our suppliers follow ethical labour practices and provide fair wages and working conditions. We are committed to upholding transparency and accountability in all aspects of our supply chain.

Customer Focussed Practices

We take pride in offering products and experiences that not only represent our clients’ event needs, but also align with their values. We offer personalized services, from custom product solutions to

sustainable event planning, ensuring that every client can be assured of our commitment to sustainability.

Economic Responsibility to Communities

We recognize that our success is not only determined by our ability to deliver high-quality products and services but also by the positive economic impact we have on the communities where we operate. We are committed to fostering sustainable growth and economic vitality in these areas through the following initiatives:

a. **Job Creation and Local Employment:** We take pride in being a significant employer within our community, offering a range of job opportunities that provide fair wages, career development, and stability. We actively hire from local talent pools, helping to reduce unemployment and provide economic opportunities for workers. By investing in our workforce, we contribute to the long-term prosperity of the region.

b. **Support for Local Small Businesses and Suppliers:** Where possible, we prioritize sourcing materials and services from local suppliers and small businesses. This not only ensures that we are reducing our carbon footprint but also stimulates local economies by keeping money circulating within the community.

c. **Stimulating Tourism and Local Business Activity:** Our involvement in major events—such as festivals, conferences, and expos—helps bring visitors to the community, stimulating the local economy. As events attract guests from outside the area, they support growth to local hotels, restaurants, and other service providers, creating a positive ripple effect throughout the region.

Staff Recruitment and Development Initiatives

We understand that our employees are our most valuable asset. Our recruitment and development initiatives are designed to attract, retain, and nurture a talented and diverse workforce that drives the success of our business and the satisfaction of our clients.

a. **Fair and Inclusive Recruitment Practices:** We are committed to ensuring that our recruitment process is transparent, fair, and accessible to all qualified candidates. We seek to foster a culture of inclusivity, where each employee is valued and respected.

b. **Onboarding and Training Programs:** Upon hiring, all new employees undergo a comprehensive induction program to familiarize them with our company values, products, and the industry in which we operate. We provide essential training that equips new hires with the tools and knowledge they need to succeed in their roles. This includes safety training, product knowledge, customer service skills, and an introduction to our sustainable business practices.

c. **Employee Wellness and Support:** We recognize that a healthy work-life balance is crucial to the well-being and productivity of our employees this is enhances by initiatives such as out of season flexible working hours, mental health support, and employee discount schemes. We also provide a supportive work environment where employees are encouraged to speak up about their needs and challenges.

d. **Employee Engagement and Feedback:** We actively encourage open communication and feedback from our employees through regular one-on-one meetings with managers, and team forums. This allows us to understand their needs, address concerns, and improve our workplace culture. By listening to our staff, we can make informed decisions that benefit both the company and our employees.

Safe Working Practices

Eventhire group acknowledge our legal & moral obligations for the health & safety, and well-being of our employees, clients and members of the public We recognize that a safe and supportive work environment is essential to both employee satisfaction and operational efficiency. We are committed to implementing robust safety measures and continuously improving our practices to ensure the physical and mental safety of everyone involved in / or affected by our business.

a. **Compliance with Safety Standards and Regulations:** We are committed to complying with all applicable local, national, and international health and safety regulations and standards. Our operations will consistently align with legal requirements and industry best practices.

b. **Workplace Safety Training:** All employees, from warehouse staff to event setup crews, receive comprehensive safety training as part of their onboarding process and throughout their tenure with us. This training covers various topics, including safe equipment handling, proper lifting techniques, emergency procedures, and hazard identification. Ongoing refresher courses are provided to keep safety knowledge current and relevant.

c. **Equipment Safety and Maintenance:** Our operations rely heavily on the use of various equipment and tools, from forklifts and pallet jacks to trucks and power tools. We ensure that all equipment is regularly inspected, maintained, and repaired to minimize the risk of accidents. Employees are trained in the proper use of all machinery, and only authorised personnel are allowed to operate certain high-risk equipment. We also implement strict protocols for reporting malfunctioning equipment to ensure that it is quickly removed from service and repaired.

d. **Hazard Identification and Risk Assessment:** We conduct regular risk assessments across all areas of our operations, from the warehouse floor to event venues. These assessments help us identify potential hazards—such as unsafe work environments, improper storage of furniture, or environmental factors like slippery floors—and implement preventive measures. Employees are encouraged to actively participate in hazard identification and reporting unsafe conditions, ensuring that safety is a shared responsibility.

e. **Personal Protective Equipment (PPE):** We provide all necessary Personal Protective Equipment (PPE) to our employees, including safety gloves, high-visibility vests, steel-toe boots, and other protective gear suited to specific tasks. PPE is made readily available, and employees are trained in its correct use and maintenance. We monitor PPE compliance and ensure that it is replaced when damaged or worn out.

f. **Ergonomics and Safe Lifting Practices:** We recognize the physical demands placed on our employees, particularly in tasks involving the lifting and moving of heavy furniture. We provide ergonomic training to promote safe lifting techniques and reduce the risk of musculoskeletal injuries. Additionally, we use mechanical aids (such as dollies and carts) whenever possible to assist with heavy lifting, and we encourage employees to work in teams for tasks that require physical strength.

g. **Mental Health and Well-being Support:** Safety extends beyond physical health—mental well-being is also a priority. We offer resources for stress management, access to counselling services, and a supportive work environment where employees can feel comfortable discussing any mental health concerns. We actively work to reduce workplace stress through balanced workloads, clear communication, and fostering a culture of mutual respect and support.

h. **Emergency Preparedness and Response:** Our commitment to safety includes ensuring that all employees are prepared to handle emergencies, from workplace injuries to fire evacuations. We will conduct periodic training drills for emergency situations, such as fire and evacuation procedures, first aid response, and disaster recovery protocols. We aspire to ensure employees are trained in basic first aid and CPR, and we ensure that first aid kits and emergency supplies are accessible throughout our facilities and vehicles.

i. **Incident Reporting and Continuous Improvement:** We encourage employees to report safety incidents and near-misses through a straightforward and non-punitive process. Every incident is thoroughly investigated, and corrective actions are taken to prevent future occurrences. We use data from incident reports to continuously improve our safety protocols and share lessons learned with the team to raise awareness.

j. **Health and Safety Committees:** To further engage our employees in safety practices, we have established health and safety committees composed of employees from various departments. These committees meet regularly to review safety performance, discuss concerns, and propose improvements. We value the input of our staff and work collaboratively to ensure that safety remains a top priority in our daily operations.

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Managing Director

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