

# ESG Policy

TrPol.001



## Transformation

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# 1 Introduction

## 1.1 Our commitment

Our success depends on the highest standards of professionalism, both in our external dealings and in how we conduct ourselves in relation to other individuals. As underlined by our [Code of Ethics and Business Conduct](#) and in line with the [Child Labour Policy](#), Eurovision is committed to respecting and promoting the fundamental human rights and as an international company with global reach, Eurovision recognises its obligation to manage the potential environmental, social, economic and ethical impacts of its activities and we are committed to sustainability and corporate responsibility, aligning our actions with the Sustainable Development Goals (SDGs) of the 2030 Agenda: <https://sdgs.un.org/2030agenda>.

Our approach is based on minimizing our environmental impact, promoting social responsibility, and ensuring sustainable governance in all our operations and business relationships.

## 1.2 Definitions

<b>Employee(s)</b>	Means any permanent employees and any person performing functions on behalf of Eurovision regardless of whether they have a permanent or temporary fixed-term contract (including consultants, freelancers, interns etc.) and including all the Senior Leadership Team members.
<b>Eurovision</b>	Means Eurovision Services SA, headquarters in Geneva, and all its subsidiaries, offices and branches abroad.
<b>Policy</b>	Refers to this policy on ESG (Environmental, Social, Governance) .

## 1.3 Scope

This Policy applies equally to Eurovision and equally to all Employees of all entities.

Eurovision also expects its suppliers to abide by the requirements set out in this Policy and to cascade these requirements down to the supply chain suppliers.

Eurovision encourages its suppliers to implement policies and continuously improve their sustainability performance that go beyond the minimum requirements outlined in the Policy.

Suppliers must sign the Supplier Ethics Charter available [here](#) by which the supplier commits to complying with all national legislations regarding protection of the environment and will promote best practices through environmental innovations and seek to reduce the environmental impact of its products.

Any suspicion of inappropriate behaviour in breach of this Policy must be reported to the legal department at [legal@eurovisionservice.com](mailto:legal@eurovisionservice.com).

## 2 Sustainability Objectives

Eurovision has set the following key objectives:

- › maintain and strengthen our current sustainability practices; and
- › expand our initiative to continue reducing our environmental footprint; and
- › improve waste management with a "zero waste to landfill" approach; and
- › promote a responsible and sustainable supply chain; and
- › foster a corporate culture based on inclusion and social well-being.

## 3 Commitments and Values

Eurovision commits to:

- › **Climate Action:** Reducing greenhouse gas emissions through energy efficiency, renewable energy, and sustainable mobility solutions.
- › **Resource Efficiency:** Minimizing waste by adopting circular economy principles, promoting recycling, and reducing single-use materials.
- › **Biodiversity Conservation:** Supporting the preservation and restoration of natural habitats and wildlife.
- › **Sustainable Sourcing:** Procuring materials and products that meet recognized environmental and ethical standards.
- › **Pollution Prevention:** Limiting emissions to air, water, and soil, and managing hazardous substances responsibly.

We will regularly assess and disclose our environmental footprint, set science-based targets for reduction, and report progress transparently.

## 4 Environmental plan & actions

### 4.1 Energy Efficiency and Emission Reduction Objectives

In order to improve the energy efficiency and reduce gas (GHG) emissions related to their operations as well as to seek to understand the environmental impact of our services, Eurovision will take the following actions:

- › improve energy efficiency across all facilities through the use of advanced technologies and responsible consumption practices; and
- › minimize carbon emissions by using 100% renewable energy whenever it is possible and upgrading to more energy-efficient equipment and buildings or installations; and
- › set measurable targets for reducing carbon footprint, with regular assessment and reporting to ensure ongoing progress.
- › Expand initiatives that enhance energy efficiency, aiming for significant and sustainable reductions in environmental impact.
- › selecting energy sources responsibly by taking appropriate steps towards adopting lower carbon intensity energy sources and maximising energy from renewable sources; and

- › using zero- or low-emission transport modes, optimising transport efficiency and minimising transport distances wherever possible; air transport should be avoided as much as possible.

## 4.2 Waste and Materials Management

We follow the 3R principle: Reduce, Reuse, Recycle.

Our approach begins with the implementation of careful procurement practices, prioritising sustainable and recyclable materials wherever possible. Employee awareness programmes will further encourage mindful consumption and support our commitment to reducing waste at the source. Recycling collection points have been set up in all facilities.

Our goal is to establish comprehensive strategies to minimise our environmental impact by addressing the entire lifecycle of materials used within our operations.

As part of our ongoing efforts, regular audits will be conducted to identify opportunities for improvement and to monitor the effectiveness of our waste reduction initiatives. These audits inform updates to our internal policies and foster a culture of continuous improvement, ensuring that sustainability remains at the heart of our operations.

We work with specialized suppliers to manage old assets, batteries, and waste responsibly. They should:

- › maximize the lifespan of goods through better design, materials, and quality; and
- › reduce packaging by using bulk options or lighter materials;
- › supply reusable, recyclable, compostable, or convertible materials;
- › make arrangements for end-of-life or reuse solutions, including take-back options;
- › use products and packaging with high reused or recycled content;
- › avoid single-use items, PVC/vinyl, and oxo-degradable plastics; and
- › manage food and beverages to minimize waste.

## 4.3 Mobility and Transportation

Our approach to mobility and transportation centres around minimizing environmental impact and promoting sustainable travel throughout our operations.

We have adopted a sustainable travel policy that prioritizes low-emission transportation options, such as public transit, cycling, and electric vehicles, whenever feasible.

To further reduce our travel footprint, we actively promote remote work and encourage the use of virtual meetings as alternatives to physical travel.

To better understand and manage the impact of necessary business travel, we use carbon footprint calculation tools to assess emissions generated by corporate travel. This data-driven approach allows us to identify areas for improvement and make informed decisions about travel needs.

We also use signature system (DocuSign) to reduce paper consumption and transportation costs of original handwritten signed documents.

Looking ahead, our future Sustainability Plan includes key initiatives:

- › evaluation of alternatives to offset unavoidable travel emissions, ensuring that any necessary travel is balanced by robust environmental measures.
- › promotion of 100% sustainable transportation within internal operations, aiming to transition our fleet and travel practices to the most environmentally friendly options available.

Through these efforts, we intend to foster a culture of sustainability in all aspects of mobility and transportation, reinforcing our commitment to reducing environmental impact while supporting operational needs.

## 4.4 Water use and discharge

Eurovision 's objective is to:

- › make continuous efforts to minimise water use and use recycled water wherever possible; and
- › implement best practices and innovative solutions to reduce overall water consumption throughout all operational activities; and
- › pay particular attention to water management in areas where water supplies are at risk; and
- › ensure effluents are discharged safely, with no risk to the health of people and ecosystems and adoption of advanced water treatment systems to ensure safe effluent discharge; and
- › investment in water-saving technologies and infrastructure upgrades; and
- › collaboration with local stakeholders to identify and mitigate water risks.

Eurovision is committed to integrating water sustainability into its core business processes, recognizing the critical importance of protecting both people and ecosystems.

The organization will regularly review its water management practices and update its plan to reflect new challenges and opportunities in sustainable water use and discharge.

## 4.5 Biodiversity conservation

Efforts must be made to protect biodiversity along supply chains, complying with relevant laws and taking steps to:

- › source natural resources legally and avoid areas with significant High Conservation Values unless sustainably certified; and
- › avoid products derived from species listed in CITES Appendices or IUCN Red List; and
- › source food products to protect land, waterways, wildlife, and prevent deforestation; propose local, seasonal, and organic food when possible.

## 4.6 Chemical use

Eurovision is required to adhere to regulations concerning the production, use, and disposal of chemicals, minimize the use of harmful chemicals, and explore sustainable alternatives.

Disposal practices must align with environmental best practices.

## 4.7 Suppliers and Supply Chain

In addition to requiring our suppliers to sign off our [Supplier Ethics Charter](#), which establishes sustainability criteria, we have implemented due diligence processes as per the internal Third Party Compliance Checks Policy to identify and address any compliance issues of the suppliers, in this context, respect of human rights (including labour rights) and environmental risks are evaluated.

We also prioritize suppliers that comply with environmental certifications (ISO 14001, EPA, etc.) when applicable.

Future actions:

- › enhanced verification of the supply chain to ensure suppliers also reduce their environmental impact; and
- › execution of periodic audits to ensure adherence to sustainability criteria.

# 5 Social Responsibility

Sustainability includes a deep commitment to people's well-being. Our social responsibility objectives include:

- › **Human Rights:** Respecting and upholding fundamental human rights in our operations and across our value chain as already underline by our Child Labour Policy.
- › **Inclusive Workforce:** Fostering diversity, equity, and inclusion in hiring, advancement, and workplace culture.
- › **Safe & Healthy Workplaces:** Protecting the health, safety, and dignity of all Employees and contractors.
- › **Community Engagement:** Supporting local communities through engagement, investment, and partnership.
- › **Ethical Supply Chains:** Working with suppliers who share our commitment to fair labour, environmental stewardship, and responsible business.

# 6 Economic Resilience

Sustainable economic growth requires balancing profitability with responsibility. Our approach includes:

- › **Long-Term Value Creation:** prioritizing investments and strategies that deliver lasting benefits rather than short-term gain; and
- › **Risk Management:** Identifying and mitigating sustainability-related risks, such as regulatory changes and resource scarcity; and
- › **Responsible Procurement:** prioritizing partners and suppliers who demonstrate strong sustainability credentials; and
- › **Innovation & Circularity:** Encouraging business models that enable repair, reuse, and recirculation of materials and products.

# 7 Culture and Awareness

## 7.1 Fostering a strong culture

Raising awareness around sustainability is an essential element in embedding these principles into the fabric of our organization. We are committed to cultivating an environment where knowledge-sharing and continuous learning about sustainability are part of everyday practice.

Open dialogue and transparency further reinforce our commitment, ensuring that progress, challenges, and successes in sustainability are visible and celebrated at all levels of the organization.

## 7.2 Training

Through targeted training programs, engaging internal communications, and accessible resources, we aim to empower every Employee to understand their role in advancing sustainability goals and offering incentives for adopting sustainable practices in the workplace and personal life. By recognizing and rewarding sustainable actions—both inside and outside the workplace—we encourage lasting behaviour change and personal investment in our shared vision.

To ensure all Employees continually build their skills and awareness, sustainability training sessions will be tailored to different roles and departments, incorporating real-world case studies and interactive learning formats. These trainings will not only cover the fundamentals of environmental stewardship but also highlight Eurovision's specific sustainability objectives and the practical steps individuals can take. Sessions will be delivered both in-person and online, ensuring broad accessibility and flexibility for all Employees. Participants will have opportunities to engage in group discussions, share best practices, and learn from subject-matter experts, fostering a culture where sustainable thinking becomes second nature throughout the organization.

Future actions:

- › Developing internal campaigns to reinforce commitment to sustainability; and
- › Increasing participation in global initiatives and events on sustainable development.

# 8 Implementation and Governance

## 8.1 To turn this Policy into action

- › **Leadership Commitment:** Our senior leadership team leads by example, integrating sustainability in decision-making and resource allocation.
- › **Employee Engagement:** All Employees are empowered and encouraged to contribute ideas, participate in initiatives, and take ownership of sustainable practices in their roles.
- › **Training.** Regular training initiatives are crucial for the growth and sustainability of any organization. Regular training will be organised to help employees acquire new skills and reinforce existing knowledge, ensuring that teams remain agile and responsive to change.



- › **Stakeholder Collaboration:** We collaborate with customers, partners, communities, and regulators to maximize our positive impact and address shared challenges.
- › **Measurement & Reporting:** We will set SMART targets (Specific, Measurable, Achievable, Relevant, Time-bound), track progress through KPIs, and communicate results transparently. We will periodically review its sustainability practices and strategies.

## 8.2 Continuous Review

To ensure compliance with this Policy, Eurovision will:

- › regularly review and update this Policy and related action plans to reflect new evidence, best practices, and stakeholder feedback and
- › establish partnerships with specialized organizations to strengthen its environmental commitments.

This Policy is an integral part of our business strategy and reflects our commitment to a more sustainable future for present and future generations.

Eurovision is committed to continuously reviewing and updating its policies and procedures.

Therefore, this Policy may be subject to modification at any time. In the event of conflicts between this Policy and future modifications, the latest modification will apply.

All Employees are responsible for the success of this Policy.

Employees are invited to comment this Policy and suggest ways in which it might be improved to the Senior Leadership Team and/or the Legal department.

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## APPLICABLE DOCUMENTS

The applicable documents are:

Document [1]: Code of Ethics and Business Conduct dated 15 March 2025

Document [2]: Supplier Ethics Charter dated May 2024

Document [3]: Child Labour Policy dated March 2025

## Document Control

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## Document Approvals

This document requires the following approvals:

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## Document Distribution

This document will be distributed to all Employees and published on our website.

## Revision History

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