

UN GLOBAL COMPACT - 2009 Communication on Progress

CEO Continued Statement of Support

"ExCeL London is committed to tackling the challenges of sustainable development and operating as a responsible corporate business. We will always seek ways to implement practices that promote economic security, social and environmental responsibility and will continuously seek to improve performance in these areas. Our support for the United Nations Global Compact has been an integral part of our commitment to social responsibility since we opened in 2000. Our commitment ensures that we work to continuously improve our social and environmental performance by setting objectives and reporting our results in an annual CSR Report."



Kevin Murphy
CEO, ExCeL London

Supporting the 10 Principles of the UN Global Compact

In August 2007 ExCeL London chose to join the UN Global Compact. The ten principles serve as a foundation for the Company's CSR Plan and are intertwined in a number of Company policies and principles as described further in this document.

Principle 1: Our commitment to supporting internationally proclaimed human rights is a key aim of our CSR initiatives. We aim to increase our social responsibility by ensuring our business processes are sustainable and consider human rights implications.

Principle 2: We ensure that all staff, clients and visitors are not deprived of their human rights in any way. ExCeL London upholds a Code of Conduct which outlines steps which all employees must follow to ensure this principle is upheld.

Principle 3: Employees are able to enjoy freedom of association without the fear of detrimental implications on their employment. These values are upheld in our Equal Opportunities Policy.

Principle 4: ExCeL London does not support any forms of forced or compulsory labour. All employees have individual contracts of employment detailing their terms and conditions of employment. These are issued prior to commencement of employment. Employees are also issued with Job Descriptions outlining details of the work they are being employed to conduct. The Company upholds a Grievance Procedure which can be initiated by any employee with their line manager or Human Resources. Employees are free to leave the organisation and our Leavers Policy outlines clearly steps required to resign from employment.

Principle 5: ExCeL London does not condone any forms of child labor. The Company is currently implementing BS8901 (British Standard on Sustainability of Event Management) part of this process includes ensuring our suppliers are also sustainable, upholding ExCeL London's values in relation to social commitment.

Principle 6: ExCeL London is committed to eliminating direct and indirect forms of discrimination in relation to employment and occupation. The Company upholds an Equal Opportunities Policy which applies to all aspects of employment including; recruitment and selection, employment opportunity and promotion decisions.

The policy highlights the expectation that all job applicants and employees are treated in the same way regardless of sex, sexual preference, race, ethnic origin, colour, religion, disability, marital status or union membership status. To facilitate this claim, all interviews and performance assessments are completed using an integrated competency based framework. This process ensures an objective perspective is taken in relation to all recruitment decisions and places emphasis on the

individual's level of skill, qualification, experience and knowledge.

Further to this, ExCeL London upholds a Dignity at Work Policy which aims to foster an atmosphere of mutual respect in which staff can feel accepted, able to work with dignity and to their full potential, thus embracing the benefits which diversity can bring.

These policies are communicated in our Employee Handbook and distributed to all staff. The Handbook clearly outlines employees' ability to raise breaches of our policies either informally or formally with their line manager or HR. A formal process is followed if discrimination is suspected or identified; any breach of the policy will result in disciplinary action, and may include dismissal.

Principle 7, 8 & 9 - Environment

Objectives

ExCeL London is 100% committed to tackling the challenges of sustainable development and operating as a responsible corporate entity. It is our policy to continuously evolve and implement practices that deliver economic security, social and environmental benefits.

In the last year, ExCeL London has looked at ways to further improve and reduce its environmental impact so that it can set a benchmark for its industry.

Solutions

Over the last year, ExCeL London has made significant steps in delivering a sustainable business strategy for its direct operations and working with its clients to pursue, promote and develop sustainable events. This is reported annually in a Corporate Social Responsibility Report.

ExCeL has also formed a Sustainable Committee made up of staff members who have all been given roles to deliver projects over the next 1-3 years, including looking at the internal management office practices and procurement.

BS8901

ExCeL is taking part in the BS8901 Implementation Programme being managed by the Sustainable Events Group (SEG). The aim is to be compliant and certified by May 2009.

In May 2008, ExCeL worked with Organise This and the team organising the International MPI Conference. This event was the first event to be BS8901 certified.

Mayor's Green 500

In the last year ExCeL signed up to the Mayor's Green 500, a London Development Agency initiative to lead London's top organisations to collectively cut their carbon emissions. Being part of this scheme allows ExCeL to help drive forward change in London and work with a "Carbon Mentor" to add value to our already established Environmental Policy.

The Environment

Due to the nature of ExCeL and our events, we can only truly represent our reductions and achievements by comparing 2006 with 2008. This is due to the large biennial shows which take place, such as the British International Motor Show. This is ExCeL's largest event which takes over the whole site and has almost 500,000 visitors in one of the hottest months of the year. It is impossible to show our true performance if we compare with 2007 as there was no Motor Show so our consumption is much lower. Therefore, the results below compare a like year with a like year i.e 2006 and 2008. Comparing the 2 like for like years ExCeL has seen dramatic reductions in its consumption and emissions due to the careful monitoring and implementation of its environmental policy.

Recycling

ExCeL continues to recycle as much of its waste as possible. Between the onsite materials recycling facility, the wormery and offsite recycling centre, ExCeL recycles 72% of its waste. Between 2007 and 2008 ExCeL reduced the amount going to landfill by 8%.

The wormery is the UK's largest and only commercial wormery, holding over 300,000 worms. Earthworms are the ultimate recycling machine. The key benefits of our food waste policy include:

- Reduction of Carbon emitted by transporting waste from ExCeL
- Reduction in the number of lorries travelling on already congested roads
- Reduction in landfill - volumes have been reduced by approximately 90%
- Production of valuable soil additive

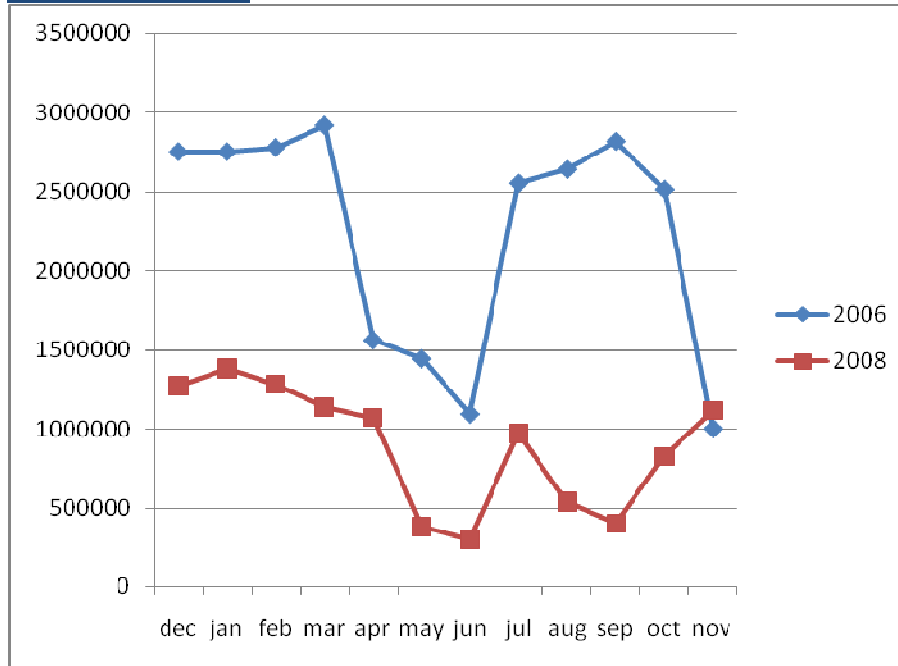
- Our systems have the ability to be expanded to cope with increased volumes
- No smell or liquid runoff
- No incineration
- Minimal power usage - the power that it does can be offset
- Worms eat almost anything - certain amounts of green waste and paper can also be incorporated
- It is virtually a completely green solution to food waste disposal

Unless recyclable carpet is used, it is very difficult to recycle carpet from events. ExCeL has been working with the London Borough of Newham Family Intensive Support Programme to find families below the poverty line to donate leftover carpet to. The families and Newham measure the rooms in the house and ExCeL arranges for the carpets to be delivered to their homes after the show has finished.

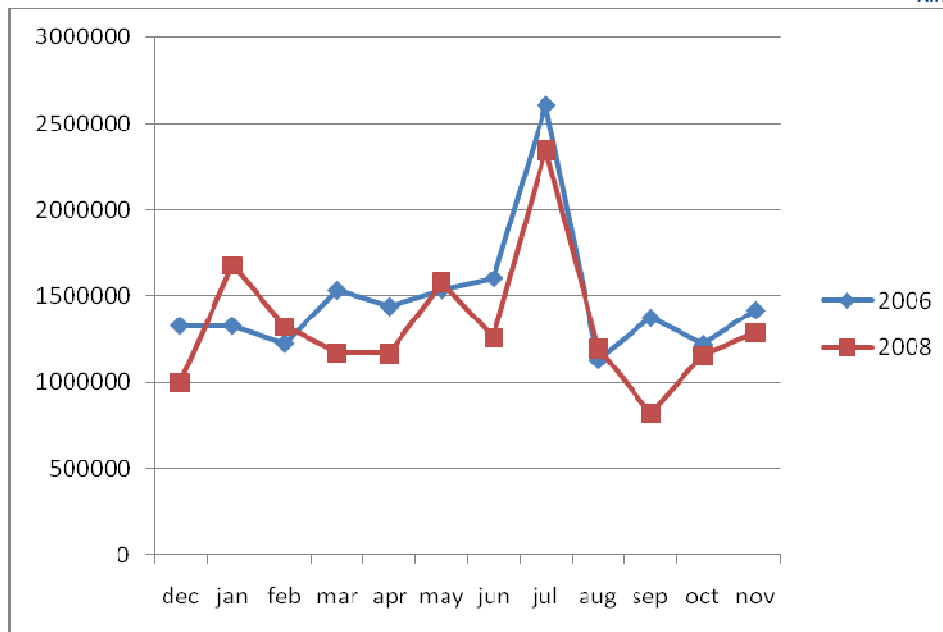
Results

In the last year ExCeL London has recycled 78% of its waste between our onsite and offsite facilities. Overall, ExCeL has reduced gas consumption by 60% and electricity by 10%. Using the Carbon Trust's Greenhouse Gas Conversion figures, ExCeL London has therefore reduced its overall CO2 consumption by 27% in 2008. This is equivalent to a fully laden super tanker sailing from Singapore to Lisbon. These reductions/savings have been achieved by effective monitoring and targeting, micro management of plant and systems and raising staff and client awareness. ExCeL also produced its second annual CSR report to show the marked improvements in our environmental and community performance and contributions.

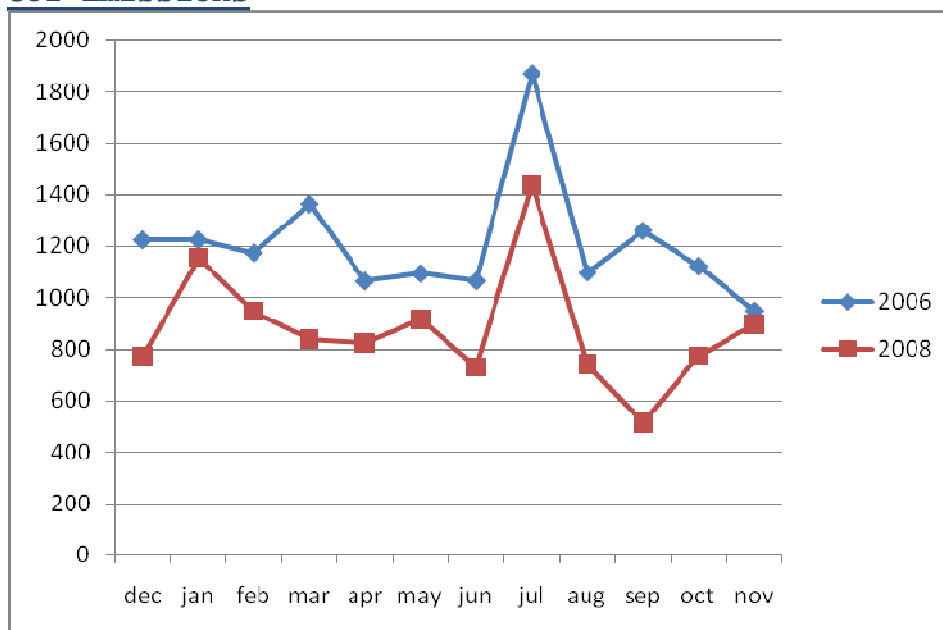
Gas Usage KWh



Electricity Usage KWh



Co2 Emissions



Principle 10: ExCeL London upholds its commitment to preventing corruption of any kind within its Code of Conduct. In addition, regular internal and external

auditing of financial accounts ensures that the Company's expectations in relation to Corporate Governance are maintained. The Company has established an Audit Committee which monitors compliance, full details of Audit Committee responsibilities are found in the Company's Audit Committee Charter. The Remuneration Committee makes decisions on Executive pay and bonus. External benchmarking of employee salaries removes potential bias and favoritism in annual salary reviews.

General Company Policies Demonstrating Key Principles

Responsibility to Customers

ExCeL London aims to win and retain customers by developing and providing products and exceptional service delivery. To enable us to do this we aim to:

- Ensure that all products and services associated with our business are of a strict quality that is in accordance with and aims to enhance our market position and business
- Develop and maximise the best customer services practices, which set a benchmark for the industry.
- Strive to constantly innovate and enhance our product offering for the benefit of our guests
- Ensure that our services meet the requirements stipulated by the appropriate regulatory bodies as well as legal requirements
- Compete fairly and ethically and within the framework of applicable competition laws

Responsibility to Shareholders/Board

To enable ExCeL London to achieve its objective of maximising shareholder value, we must guarantee the highest possible standards of financial management, assessment of risk and control. We must do this at every level within the business.

Responsibility to Employees

ExCeL London seeks to create an environment, which attracts and retains employees of high calibre and in which employees will feel valued for their contribution to the company's performance. Each team must:

- Implement and observe codes of conduct which are designed to protect employees from harassment or discrimination in any form, and to provide equality of opportunity
- Ensure that all employees are fully aware of such codes and that they comply with them
- Operate a remuneration policy that is competitive and that rewards good performance
- Ensure that all employees know what is expected of them in their job, and are able to measure their performance
- Provide a framework which will assist employees to develop their capabilities
- Provide a safe work environment for its employees and ensure that employees fully understand their own responsibilities as regards health and safety matters
- Aim to develop policies that will support employees in balancing their work and domestic responsibilities

Code of Conduct

ExCeL London aims to conduct its business honestly and in good faith; free from fraud or deception. In order to achieve this, all ExCeL London's employees must:

- Comply with all applicable UK and EU laws and regulations, including any regulations, codes, guidelines which apply specifically to the business
- Not give or receive bribes or other inducements to obtain or retain business, not conduct themselves in such a way as to give rise to any conflict of interest
- Seek mutually beneficial commercial relationships with third parties with whom they do business
- Ensure that they do not enter into contractual arrangements that they are unable to fulfill
- Use company assets only for the purpose of ExCeL London's business and not abuse their position in the company for personal gain
- Ensure that adequate systems are in place to protect the business's assets

Environmental responsibility

Resource Conservation

We conserve our use of natural resources to the extent practical

Waste Prevention and Management

We reduce to the extent practicable the quantity and degree of hazard of the wastes we generate from our operations,

and handle them in a safe, legal, and responsible way to minimise their environmental effects

Environmental Risk Control and Restoration

We minimise the risk of spills and other potentially harmful environmental incidents, restore the environment where damaged by us, and enhance it to better support diversity

Reduction of Supply Chain Impacts

We work with others in our supply chain to help assure the adverse environmental impacts and risks associated with our products and services are reduced and properly controlled, and environmental benefits optimised

Social Responsibility

ExCeL London believes that involvement in social issues should aim to achieve partnerships, which will benefit the community as well as enhancing ExCeL London's own activities. This means building long-term relationships with local partners to deliver long-lasting benefits for our communities. Maintaining an open dialogue with the community is important in shaping the future of ExCeL London and the community in which we operate.

To deliver this, ExCeL London community involvement will focus on two main sectors: education and voluntary.

ExCeL London attempts to this by:

- Forging relationships with charitable organisations/local organisations whose objectives accord with the general nature of ExCeL London's activities
- Providing its employees, where appropriate, with the opportunity to engage in activities that will benefit the community and the company
- Seeking to become a 'good neighbour' in relation to environmental issues, by:
 - Pursuing initiatives for the reduction and recycling of waste, as well as the efficient use of energy
 - Where appropriate, promote "environmentally-friendly" policies in the workplace

