

# WOLTTI GROUP SUSTAINABILITY POLICY 2021

Woltti Group is a customer driven, experiential marketing agency.

We believe in the power of meaningful interpersonal encounters, and that they make the world better. Our focus is always on the customer's needs and goals, we operate with honesty and integrity in everything we do. We are courageous and constantly question, learn and seek better solutions, we act together as a team. We care about sustainability and believe events are more creative, inspiring and meaningful if environmental and social impacts are carefully considered.

We realise our activities have negative impacts on the environment and are working to minimise them. Transportation, the use of resources to create the customer experience, and waste creation are contributing to the global carbon emissions that need to be drastically reduced. We work closely with our supply chain and other relevant stakeholders to mitigate our negative environmental impacts.

We also carefully consider the social impacts of the events and experiences we deliver for our clients, and ensure they positively contribute to society by training and taking good care of our employees and contractors. We have strong health and safety procedures in place.

We are committed to operate sustainably, share best practice, encourage and advise our clients to integrate sustainability in their marketing strategies. If we already have good practices in place, we can always do better and consider sustainability as long term process and opportunity to improve our performance as a business.

We support and are a signatory of the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption and as such commit to report annually on our performance.

## Our commitment for 2021

After a very challenging year of 2020, we have been forced to redesign the whole business model and service portfolio for meetings, events and impactful encounters. The previous means of developing the sustainability have not been valid in the period of digital events. These actions need separate measures for sustainable planning which will be developed as the situation has been stabilized.

After all these changes, sustainability is still one of the strategic developments decided and implemented by the Woltti Group now and in the forthcoming years. We want to establish ourselves as industry forerunners and drive change in the whole industry towards more sustainable solutions and practices.

In 2020, we joined the WWF Green office program. We moved to our new sustainable office in February 2020. Our premises meet now the modern environmental levels from energy efficiency to waste management.

We actively participate in our local community and industry networks. We collaborate with Helsinki Marketing to develop a sustainable events operating model. In 2020, we had a chance to collaborate to develop accessibility of events in digital and hybrid age. We have also been developing our sustainable events model towards social responsibility. Safety – both physical and mental – has been our leading key topic in the year 2020.

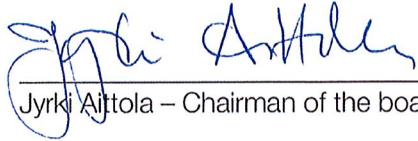
In 2021, we will focus on getting back on the track with sustainable events model development. The industry of events have changed totally due to Covid-19 pandemic and we see this change to be permanent. Our goal is to adapt our existing tools to serve our clients in the age of hybrid events.

We will also focus to rebuild our team after all the dramatic changes during 2020.

Jyri Räsänen has been appointed as our Sustainability lead to drive our sustainability programme internally and externally. You can reach him at [jyri.rasanen@wolttigroup.fi](mailto:jyri.rasanen@wolttigroup.fi) for any questions or comments.

This policy will be reviewed annually.

In Helsinki, December 2020

A handwritten signature in blue ink, appearing to read 'Jyrki Aittola', is written over a horizontal line.

Jyrki Aittola – Chairman of the board, Woltti Group