

Sustainable Development Policy



ISO 20121 CERTIFICATION

SUSTAINABLE DEVELOPMENT POLICY

In accordance with the ISO 20121 international standard, AIM Group affirms its commitment to implementing a sustainable management system for the events it organizes, in compliance with the stipulated requirements. This document serves to inform and engage our stakeholders, as outlined in our Declaration of Intent and Values.

AIM Group is dedicated to upholding sustainability and environmental responsibility by prioritizing the organization of conferences and meetings with minimal environmental impact, guided by the 4R principle: Reduce, Reuse, Recycle, Repair.

Our sustainable development policy encompasses a comprehensive assessment of the Economic, Social, and Environmental Impact of events throughout the entire event management cycle. This includes stages from initial design and planning to implementation, review, and post-event activities, as detailed below:



Minimize waste: We are committed to minimizing waste by actively recycling and reusing materials whenever feasible.



Promote core values: We advocate for sustainability, inclusivity, the protection of human rights, and accessibility. This is achieved through awareness-building and engagement with all stakeholders.



Environmental impact monitoring: AIM Group actively monitors the environmental impacts of organized events, aiming to reduce negative effects and optimize positive ones. This is achieved through post-event feedback analysis, with the goal of continually improving our sustainable event management system.

The policy outlined here aligns with our strategic objectives and underscores the purpose of sustainable event management within AIM Group.

SUSTAINABLE DEVELOPMENT POLICY

ECONOMIC POLICY

- ✓ Continually monitor and revise our policies and targets to identify opportunities for improvement.
- ✓ Foster sustainability education, cultivating knowledge, awareness, and behaviors that champion sustainability both within and outside the company through training and effective communication channels.
- ✓ Prioritize compliance with sustainability principles in supplier selection processes and advocate for this compliance internally.

SOCIAL POLICY

- ✓ Effectively communicate the event's sustainability principles to stakeholders, increasing their awareness of sustainability issues and principles through communication initiatives and partnerships with trade associations.
- ✓ Ensure equal opportunities, accessibility, and inclusivity at events, especially for protected and 'vulnerable' groups, while actively working to meet the expectations of vulnerable individuals.
- ✓ Adhere to GDPR data protection rules by providing comprehensive information on the processing of personal data.
- ✓ Respect the rights of internal and external employees, ensuring gender equality by guaranteeing their representation at all levels of the company and promoting training as a means of developing resources, both technical and soft skills.

ENVIRONMENTAL POLICY

- ✓ Promote the use of public transport, optimizing the transportation methods to reduce the number of journeys. Prioritize services and mobility systems with minimal emissions during AIM-organized events.
- ✓ Champion the use of recyclable materials, reduce food waste, and minimize disposable packaging at our events.
- ✓ Make it mandatory for suppliers to be actively involved in waste separation processes and verify the implementation of measures to facilitate waste reduction.
- ✓ Reduce our reliance on paper-based materials by promoting the use of digital tools whenever feasible.

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AIM Group is dedicated to developing and implementing policies that ensure compliance with the following sustainable development principles:

- ▶ Act with transparency and integrity in the management of sustainable events.
- ▶ Operate in full compliance with applicable legislation.
- ▶ Promote the sustainable development project both internally and externally.

AIM Group is fully supportive of the Sustainable Development Goals outlined in the United Nations' 2030 Agenda. Specifically, we commit to contributing to the following objectives.

Our sustainability policy is openly shared with key stakeholders, and the document may be subject to revisions, which will be distributed electronically to all stakeholders. Additionally, this policy will undergo regular management reviews.



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| 12 | | consumo e produzione responsabili |
| 13 | | lotta contro il cambiamento climatico |
| 17 | | Partner per gli obiettivi |

Last updated: 2023 – This document reflects our ongoing commitments and is subject to periodic review by Management.