



# STH GROUP

## SOCIAL IMPACT PLEDGE

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### OUR VISION

STH is committed to enhancing long term sustainability of our **People, Places, Partners** and our **Planet**, through a proactive approach to social and economic development and environmental principles involving our shareholders, suppliers, employees, clients, customers and local communities in which we operate.

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### OUR PLEDGE

Our social impact pledge outlines the key commitments we're making in order to positively impact both society and our planet. Our approach focuses on our four pathways - Our People, Our Planet, Our Places and Our Partners;

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## OUR PEOPLE

Our people are our greatest asset. STH invests in our people and creates opportunities for development. We're focusing on the ways we can enable our employees to thrive and grow with our business.



### **Invest in our people**

We take an enhanced approach to prioritising our team's physical and mental wellbeing. We pride ourselves on retention by fostering a flexible working culture to support a positive work-life balance. Access to good medical care, supportive benefits and progressive family care schemes are a few of the commitments implemented to drive a high annual engagement % year on year. We pledge to:

- + Improve staff skills through training and mentoring
- + Drive high performance through reward schemes
- + Develop and support progressive leadership
- + Be progressive in our support to wellbeing

### **Create opportunities**

STH endorses and facilitates a culture of learning and commits to maximising opportunities for diversity and inclusion. Recruitment practices are designed to reach minority groups with flexible working policies to support enrolment. Employee surveys and clear development frameworks ensure we monitor that our teams are balanced and representative, ensuring equal and accessible opportunities and a progressive environment for everyone to thrive. We pledge to:

- + Optimise staff development opportunities
- + Reduce inequalities
- + Align our global workforce practices
- + Create frameworks for our employees to thrive



At STH, we foster a culture of environmental responsibility. So, we pledge to evaluate and make positive changes to our business' impact on the environment by:

### **Reducing our carbon impact**

A reduction in our carbon impact mitigates the effects of global climate change, improves public health, boosts the global economy, and maintains biodiversity. When we reduce carbon emissions we help ensure cleaner air, water, and food for our generation and for generations yet to come. STH pledge to reduce our carbon impact by:

- 35% reduction by 2025
- 50% reduction by 2030
- Net Zero by 2040

Our carbon reduction plan, which will enable the organisation to achieve these goals, includes the following commitments:

- + Offset unavoidable staff air travel and measure the impact
- + Provide customer choice to offset the travel component of transport inclusive packages, and report on the uptake to stakeholders
- + Reduce waste by encouraging a circular economy and minimise single use items
- + Improve recycling and tracking by our contractors
- + Encourage our clients and landlords to switch to renewable energy where possible
- + Travel policy that promotes green travel and commuting

### **Sustainable sourcing**

Balancing environmental, social and economic considerations in our decision making is key to ensuring we mitigate the impact on the planet from our operations. Sustainable sourcing prioritises environmental and social concerns above economic ones and can also reduce long-term costs by ensuring a renewable supply source. We pledge to;

- + Minimise single use items (especially plastic)
- + Use suppliers with sustainability credentials
- + Source locally where possible
- + Develop hospitality menus with local ingredients and seasonality in mind
- + Implement digital gifts, ticketing and experiences as package inclusions over physical items where possible
- + Reduce waste through procurement with a needs-led approach



## OUR PLACES

STH recognises our responsibility to contribute to the communities in which we operate, as well as the sport communities we work within. STH endorses and encourages an ethical mindset of our team members.



### **Invest in our communities**

STH supports community involvement chances for team members by enabling our people to give back. Our volunteering policy allows employees to take two days out of their working year to support non-profit organisations while receiving full pay. We pledge to support local and national charity networks. All STH offices nominate an “impact cause” to partner with each year where donations can be made and time given to support the objectives of the cause.

### **Support Small and Medium-sized Enterprises (SME) and Voluntary, Community and Social Enterprises (VCSE)**

STH aim to encourage innovation, flexibility, value for money, specialist expertise and local knowledge which SMEs and VSCEs can provide when given the opportunity. With support they can grow in our industry providing fresh ideas, healthy competition, and local economic benefits. We pledge to:

- + Engage SMEs/VCSEs in local/project procurement.
- + Support complimentary SME/VCSEs including 3<sup>rd</sup> party engagement
- + Provide professional skills-based mentoring and coaching to our SME/VSCE network
- + Support SMEs/VCSEs growth by providing apprenticeship



## OUR PARTNERS



At STH, we're concentrating on an inclusive approach to creating resilience and growth amongst our partner networks. 'stronger-together' we can make a positive impact.

### **Eradicate unethical practices**

Unethical practices are not acceptable in modern society. Our customers, stakeholders, management, and employees all expect honest and ethical practices. STH pledge to not knowingly work with any company known to support unethical practices whether direct or in-direct through their supply chain.

STH have clear policies in place in respect to;

- + Anti Slavery and Human Trafficking
- + Diversity and Inclusion
- + Anti-bribery
- + Data protection

All STH suppliers will be expected to sign up to the STH Supplier Code of Conduct within our commercial legal framework to enforce these policies and ensure they flow through the supply chain.

### **Inform and influence**

STH recognises that we can make a much wider impact with any initiatives we implement if we can work, lead, educate and encourage our partner network to do the same. Promoting social impact evaluation and adoption by our clients and through our supply chain will drive positive change, collaboration and innovation.

We will share our social impact framework, initiatives and ideas to foster support and adoption by providing our time, experience and knowledge to inform, educate and influence. An annual social impact survey to all partners we work with will allow us to focus efforts on where it's needed most, and where together we can drive positive impact.

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**THANK YOU FOR HELPING US MAKE A POSITIVE SOCIAL IMPACT**