



Sustainability Policy

Tallinn, 17.04.23

Our vision in Jolos is to be an event organiser whose events have a positive impact on our customers/brands, event participants, and the environment. We want to be leaders in sustainability in our field and thereby further develop our sector as a whole.

To us, sustainability means a balance between reduced environmental impact, social responsibility, and healthy business success. We know that every event puts pressure on the environment both directly through our own activities and indirectly through our partners and the goods and services we deliver. Therefore, we have analysed the environmental impact of the events we have organised by activity and set operational principles and targets for each major environmental impact. We work consistently to ensure that the principles of our sustainable events are communicated and initiatives implemented throughout our service chain.

The areas we monitor are:

Category	Goals	Some examples of what we do
Food and beverages	<ul style="list-style-type: none"> • Prioritise certified and organic food • Reduce CO2 emissions from food and beverages • Prefer seasonal and local food • Avoid water in plastic bottles • Reduce food waste 	<ul style="list-style-type: none"> • We track the percentage of organic, plant-based, and local food offered and encourage clients to increase these. • We have set high sustainability standards for our catering suppliers. • We donate food to people in need in collaboration with Foodbank and FudLoop.
Transport	<ul style="list-style-type: none"> • Reduce CO2 emissions from transport • Encourage the use of bikes and public transport by participants and staff • Encourage suppliers to use renewable diesel for transporting goods 	<ul style="list-style-type: none"> • We use renewable diesel in centrally organised buses and in company cars. • We provide clear communication how to access the venue with public transport and bikes. • We provide secured bike parking.
Energy	<ul style="list-style-type: none"> • Reduce CO2 emissions from energy • Prefer energy-efficient or green energy venues • Influence venues to switch to green energy 	<ul style="list-style-type: none"> • We influence venues to switch to green energy. • We use renewable diesel in generators.
Waste	<ul style="list-style-type: none"> • Reduce waste • Reduce mixed waste • Use food waste in the most practical way 	<ul style="list-style-type: none"> • We don't use any single-use plastic (incl. biodegradable) at our events. • We have developed a well-functioning waste system for events (waste bins with a clear and visible labelling system). • We use green ambassadors to explain to guests how to sort waste. • We direct food waste to agriculture to grow new food in collaboration with NutriLoop.



Production	<ul style="list-style-type: none"> Minimise the environmental impact of single-use production materials 	<ul style="list-style-type: none"> We don't use PVC for single-use production. All single-use materials are made from paper-based materials (e.g. cardboard, display board or reboard).
Social Sustainability	<ul style="list-style-type: none"> Just, transparent and legal hiring of labor is guaranteed Equal accessibility is guaranteed for all people (incl. people with special needs) Give back to communities Contribute to the local economy 	<ul style="list-style-type: none"> We've collaborated with local communities to ensure a positive social impact by event participants. For example: renewing schools soccer fields, renovating children care homes and animal shelter, sewing pillows for children in care homes, etc. Jolos employees have been involved in Kiusamisvaba kool through voluntary work in organising an event for their sponsors and volunteers. A portion of event proceeds will support local initiatives, underserved populations, and educational programs.
Sustainability Awareness	<ul style="list-style-type: none"> Raising sustainability awareness of staff and guests Improving our sustainability management system Informing the public about our sustainability progress 	<ul style="list-style-type: none"> We have developed key sustainability messages to use at the events to raise guests' awareness. We are systematically working with team leads and management to improve our sustainability management system. We are in close communication with our suppliers and clients to raise awareness and give inspiration. We do public performances about how to organise sustainable events and share case studies.

We maintain open communication with our employees and cooperation partners because the journey to sustainable events is long and involves many stakeholders. We ensure that our employees and parties related to us respect and use sustainable principles in society on a daily basis. We ask for feedback from our employees, customers, event participants, and cooperation partners in order to do our work better. We know we have to be consistent, and we want to get better at it year by year.

The sustainability policy and related documents are publicly available to all parties. We confirm that we develop processes and knowledge of sustainable events on a daily basis and review the principles of this policy at the end of each year.

We listen and value feedback from all involved parties! For that, please contact us at **sustainability@jolos.eu**.

Signed by Jolos Managing Director and Partner
Tanel Lillepalu