

Ovation Sustainability Policy

Corporate Social Responsibility is a cornerstone of our business, and as an organization we have a commitment to creating, and producing memorable events and projects in the most ethical, safe, and environmentally and socially responsible way.

This policy has been formulated with reference to the events and meetings organized by Ovation, and the operations of our offices. It outlines our commitment towards integrating more sustainable practices into day to day practices of Ovation around the world.

On Human Rights

Human rights play a central role in Ovation values and this guides us in each business decision we make. Our company has a role to play in the support of the human condition worldwide. Ovation will work to find practical ways to observe tactics that promote and protect human rights within our sphere of influence, while at the same time ensuring that we are not violating rights through any of our business operations

Regarding Respect for Others

Ovation emphasizes professionalism, dignity, respect and equal opportunity in our approach to rights in the workplace. At Ovation active engagement and oversight are part of an integrated Human Resource culture which is designed to promote healthy communities by showing a lack of tolerance for discrimination. We work to ensure equality and diversity in the workplace and in the employment of our teams.

Concerning Forced Labour and Child Labour

Ovation emphasizes the importance of fairness and humanity in our approach to business. Ovation business practices and procedures do not tolerate unfair or illegal labour in our employment or that of our suppliers or clients. Ovation business practices and procedures have been created to disallow products and services that may have been created by child labour, forced labour or as a result of human trafficking. Ovation regards a child as any person under the age of 15.

Regarding the Environment

Ovation commits itself to actively pursuing solutions to climate change, biodiversity and water scarcity issues. Our operational strategy is based on environmental protection, efficient use of resources (water, energy and materials), the elimination of waste, and active promotion of environmentally sustainable business practices.

On Ethics and Legal Requirements

Fraudulent business practices violate every value Ovation embraces. Ovation does not tolerate bribery or corruption. We promote and support international and local efforts to eliminate corruption and financial crime. We only offer and accept gifts, entertainment or personal favours if their value and frequency is consistent with Ovation's policy and the local business culture.

We respect the law; complying with international and national laws, client Codes of Conduct and customs and traditions of the countries in which we operate. We work fairly; in an open and transparent manner with our colleagues, clients and suppliers. We compete vigorously but honestly observing all competition and anti-trust laws.

Regarding our most valuable assets

Ovation recognizes that our greatest assets are the people that comprise our team. In Ovation offices across the globe we invest in training and support to ensure that workplaces are safe and supportive of prosperous careers. Ovation's Sustainability Reporting systems offer us the opportunity to track investments and projects made for the benefit of our teams and communities worldwide.

Ovation strives to integrate the philosophy, which shapes this Sustainability Policy into each aspect of our business strategy and operational practice. As part of MCI Group, the MCI Executive Committee commits to a biannual review of the policy to explore updates as required and to ensure that Ovation goals and objectives are aligned with the principles it espouses.

More information on our environmental and social performance can be found in the MCI Group GRI Compliant Sustainability Report that is available on www.mcisustainability.com