

SUSTAINABLE BUSINESS

Rockitfish is committed to working with our staff, clients, partners and suppliers to promote the development of sustainable business practices.

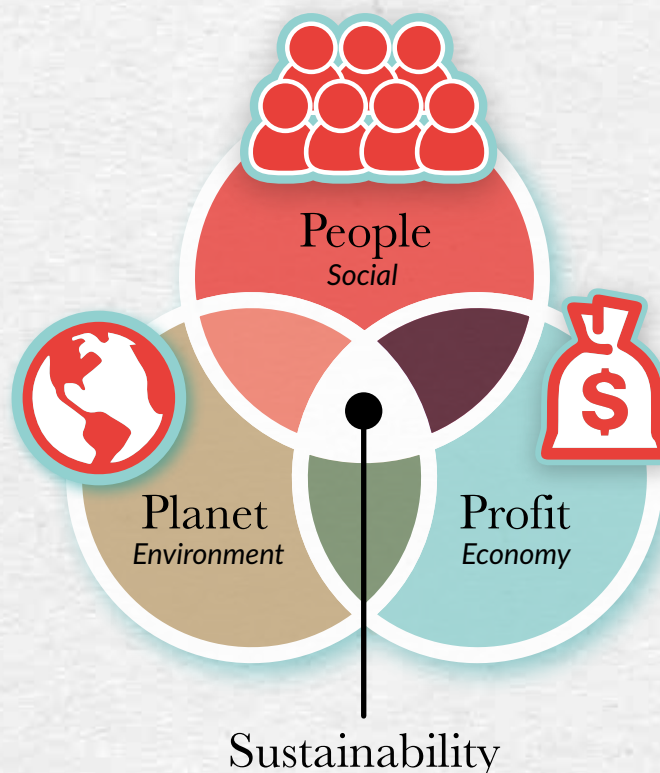
We endorse the Brundtland Commission's definition of sustainable development as

“development that meets the needs of the present without compromising the ability of future generations to meet their own needs”.

We have a moral duty to act; it makes good sense, from an environmental, ethical and business perspective.

Our needs converge across three distinct areas – economic growth, environmental protection and social equity. For each area we have set specific objectives and to deliver these we will:

- Continuously explore opportunities to drive improvement;
- identify opportunities and take action where practicable to improve sustainability and to meet legal obligations;
- identify and mitigate adverse impacts and risks;
- embed sustainability policy and practice into all of our management systems for operating, maintaining, renewing and enhancing our service offering, including standards, processes, procedures and assurance;
- provide appropriate advice, awareness and competency to our people, our clients, our partners and our suppliers.





Profit - *Economic*

For Rockitfish, economic sustainability is about the marketplace in which we operate, meeting, and wherever possible exceeding the expectations, of all stakeholders. To do this we know that we must provide outstanding service and value to our clients as well as creating professional and mutually beneficial relationships with our supply chain, earning and maintaining their trust and respect.

Goal	Strategy
To maintain a robust business model	<ul style="list-style-type: none">• to be cash positive• to develop systems and processes designed for a scalable business• to maintain a healthy balance of income between individual clients, industries, and sectors• to ensure each key relationship is maintained by more than one member of staff• to maintain a high level of repeat business
Drive growth through brand reputation and loyalty	<ul style="list-style-type: none">• to create relationships whereby we partner in providing tangible business solutions• to invest in customer relationship management• to consistently learn and innovate
Drive quality of delivery	<ul style="list-style-type: none">• to foster strong partnerships with suppliers, associates and venues• to deliver an uncompromising level of health and safety• to invest in the continuous development of our team• to seek regular feedback from our clients and staff

Planet - *Environmental*

For Rockitfish, environmental sustainability is about achieving more with less resource; committing to reduce, re-use and recycle and specifically in that order, thereby reducing our carbon footprint.

Goal

To reduce consumption, to minimise our carbon footprint

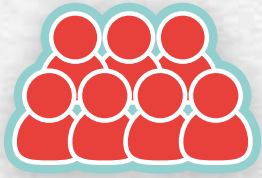
Strategy

- to reduce waste and consumption of materials, water and energy
- to increase the use of sustainable materials, both in the office and on events
- to recycle wherever possible, both in the office and on events
- to examine the environmental credentials of venues and suppliers under consideration for a client event
- to facilitate remote working where appropriate
- to use online tools for internal, client and supplier meetings, where appropriate
- to consider and discuss the alternative travel options for our clients' event attendees
- to promote environmental awareness internally
- to offer carbon offsetting solution for client events where appropriate
- to comply with and strive to exceed all relevant environmental legislation, regulations and approved codes of practices
- to use eco-friendly cleaning products in our premises
- to reduce our collective mileage by car for meetings and events
- to suggest venues and locations local to audiences, accessible via public transport

We're carbon neutral



As part of our resolution to minimise the environmental impact of our operations, we seek to remove or reduce the carbon emissions associated with our daily activities. We measure and record our CO2 emissions. For anything we're unable to remove, we offset through a recognised carbon offsetting programme. In addition to this, we can offer clients the opportunity to offset the carbon associated with their events.



People - Social

Workplace

To be a successful company, we believe we need to inspire and engage our people, attract and retain talent and reward the contribution our people make and the value they add.

Goal	Strategy
To have fully engaged employees	<ul style="list-style-type: none">• to conduct a regular reviews and act on feedback• to provide support through specific training, embedding people policies, processes and corporate communication• to ensure regular team gatherings and activities in both a business and social environment
To recruit and retain high potential and high performing individuals	<ul style="list-style-type: none">• to blend experienced leadership from Rockitfish with great people from outside the Company• to aim to provide remuneration packages that are competitive and match local market conditions• to actively facilitate the career development and training of high potential employees• to provide a working environment fit for an industry leader• to promote a vibrant learning culture
To actively promote the continuous personal development for all staff	<ul style="list-style-type: none">• to regularly review progression and advise on learning opportunities• to identify individuals' strengths and support them in building on these with a view of improving the knowledge of colleagues• to encourage and assist staff to maintain an awareness and understanding of our industry, technology and product developments• to encourage staff to explore topics and areas of personal interest relevant to their long-term personal development
To maintain a safe and healthy workforce	<ul style="list-style-type: none">• to promote safety and wellbeing amongst all employees• to provide support to employees and their families, during times of need
To promote equal opportunities	<ul style="list-style-type: none">• to ensure the Company is committed to providing equal opportunities and recognises the contribution made by all staff• to be respectful of individuals human rights

Community

We have a responsibility to the local community and strive to win the confidence of our neighbours by the manner in which we conduct ourselves and our activities from our home base in Hertfordshire. In addition, we have a responsibility to the wider community and public for the local environments in which we operate.

Goal	Strategy
To be recognised as a good corporate citizen	<ul style="list-style-type: none">• to be legally compliant with all and any legislation and strive for constant improvement in standards• to promote and deliver an uncompromising level of health and safety• to actively encourage and support our people in getting involved with charitable work• to support local, fair trade and ethical suppliers through purchase of recognised products and services

In General

It is intended that this policy should cover all aspects of our approach to building and maintaining a sustainable business and Corporate Social Responsibility.

All of our Company Policies are reviewed at least annually by the Board of Directors.

This Policy includes simple summary statements. Our Board and Sustainability Champion drive the formulation and implementation of a more detailed action plan, which is reviewed annually. Should you be interested in the detail please contact info@rockitfish.co.uk.

