



## Sustainability Policy

Gallowglass provides professional manual support services to the event industry. We are committed to being leaders in our field and to provide a professional quality service in compliance with our own Health and Safety policies and this Sustainability Policy. We are committed to maintain and operate our Sustainability Management System in compliance with both ISO14001 and BS8901 requirements. We recognise that our daily operations impact on both the environment and social issues and we are committed to minimise these effects and fully comply with legislation. We are also committed to operate an equal opportunities policy as an integral part of our sustainability and social commitment.

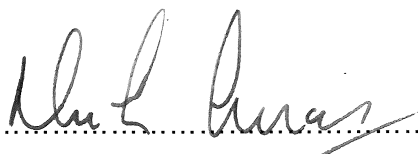
This Policy, supported by our SMS, enables us to set objectives towards our stated principles of sustainable development (inclusively, transparency, integrity and stewardship) which can be measured and monitored regularly against our maturity matrix to ensure continual improvement against set targets.

All Directors & Management have responsibility for implementation of this policy, ensuring that requirements are being met, and for the co-ordination and evaluation of ongoing performance. In particular, we will:

- Ensure the implementation of the policy in full into all our business operations, and where possible throughout the supply chain.
- Discuss this policy and related sustainability issues with all employees, conduct training programmes to ensure our staff are fully aware of our policy and our commitment to continued improvement and performance monitoring.
- Meet and where appropriate exceed, all relevant legislation relating to the aspects identified.
- Prevent pollution wherever and whenever practicable.
- Work with our suppliers and sub-contractors to develop a sustainability purchasing policy.
- Adopt a partnership approach to identify and achieve goals in conjunction with appropriate stakeholders.
- Reduce the need where possible for our staff to travel by supporting alternative working arrangements
- Minimise the use of office consumables and reduce waste and use recyclable materials.
- Minimise the use of energy throughout our operations, office and transport etc.

Our objective is to monitor our sustainability performance, reduce negative impacts and continually improve our sustainability performance and meet our targets. Our performance will be continually measured against our principles of sustainable development by establishing key performance indicators, emissions-recording scheme, internal audits and management reviews.

This policy is available to the public via our website.

SIGNED:  DATE: 22/11/10