

Sustainability Policy

The Company We Keep operates on the land of the Gadigal people, the Traditional Custodians of the land. We pay our respects to their Elders past and present.



We're about **people**,
We truly believe the company
we keep defines us.



- **The Company We Keep**
- Our Commitment

Our commitment to people and the planet

The Company We Keep is more than a just a name, we believe it defines who we are and how far we can go. We are all about the people, about building an ecosystem, a group of diverse talented individuals that collaborate to create extraordinary work, sharing a common vision and having shared goals.

Teamwork is everything to us, we know that it takes a very special group of people to do what we do. The secret to our impact lies in our people, who are all great humans with the shared goal of wanting to do what's right for each other, for communities, for passionate causes and for the environment in which we live.

It takes a village to raise the bar. Our Keepers are our superpower, who are committed to the journey to make a positive impact on people and the planet.



Nigel Ruffell
CEO

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The Company : We Keep

We pride ourselves on being
a company with these practices
at the **heart** of what we do.



Transparent

Honesty is the best policy. We're transparent in conversation, preferring open communication with our clients, partners and the community. We don't like having the wool pulled over our eyes, so why would you?



Sustainable

Some experiences only last a short while but their environmental impact can still be large. To counteract this we are progressively reducing our own carbon footprint across the board and exploring new ways to ensure your project is as sustainable as possible.



Accessible

We believe everyone should be able to enjoy experiences equally. From venue selection, to guest journey and even content production, we carefully consider the unique needs of all people to reach the widest possible audience.

We're about the people, we truly believe the company we keep defines us. We listen intently, respecting and including everyone's views and ideas. We **never settle for the easy or the tried, we work with our clients, to bring dreams to life.**

Inquisitive

We're insanely curious. Insatiable in our pursuit of the extraordinary. We question everything. Challenge every status quo. We tread with precision, paying attention to the details along the way. We know the small moments count every bit as much the big ones.

It's why we never settle.

Inclusive

Shared visions are powerful, and diversity only makes outcomes stronger. We aim to get a true understanding of our customers, their customers, and every person we touch during every single project.

It takes a village to raise the bar.

Approachable

We love what we do. Because we love it, we do it with a smile. We thrive on creating spaces for people to ideate. Where innovation explodes. Most of all we're grateful that people place their trust in us. Our customers, partners, suppliers, and our employees, who we call 'keepers'.

We never forget they're the reason why we do what we do.

The Policy We Set

This policy was developed and published in July 2023.

We've engaged consultants to help us better understand our existing impacts on the environmental, social and economic issues we face.

Together we have developed this plan, which is designed to challenge us with ambitious goals and keep us accountable.

We look forward to updating our clients and stakeholders with our progress, transparently, along this important journey.



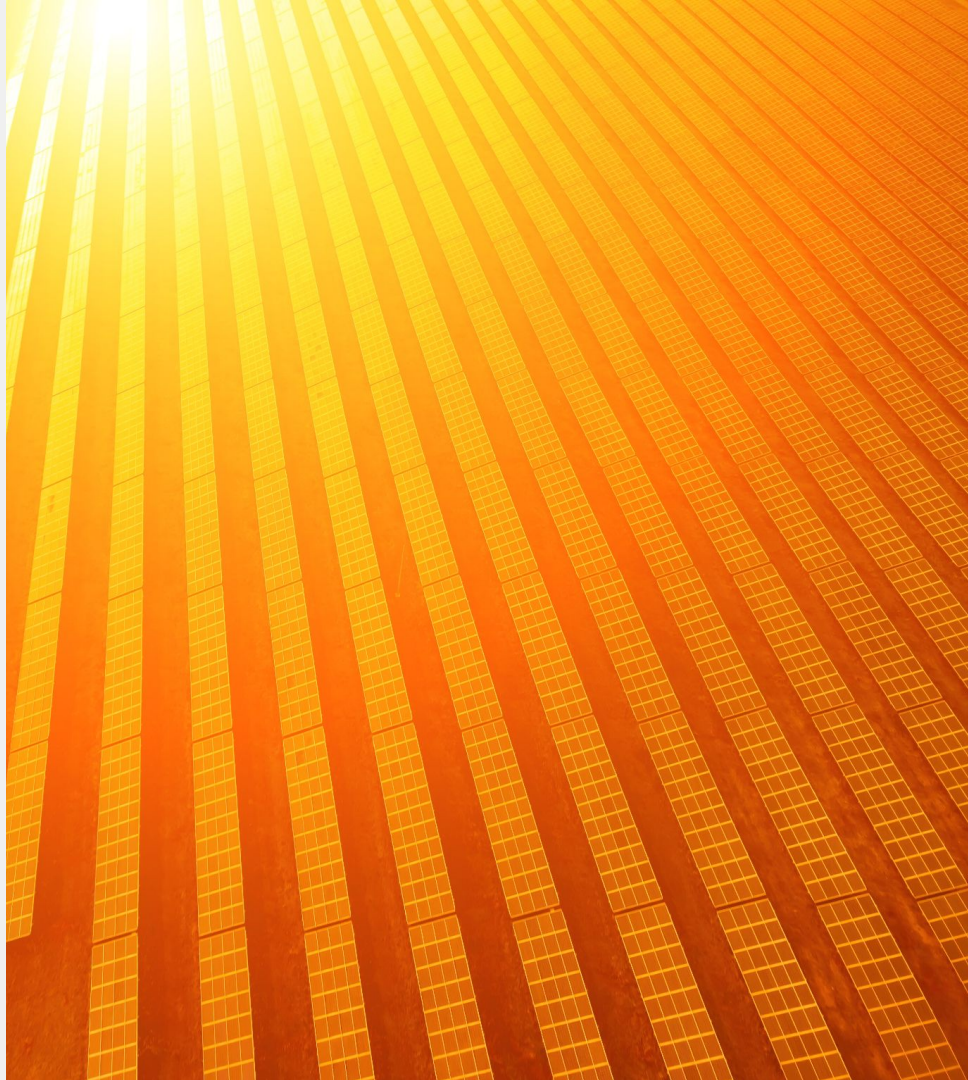
The Purpose

We want to do what's right for each other, for the people, and for the environment in which we live. And to have a positive impact by doing our part to drive climate action.

Our transparent, sustainable and accessible approach is very important to us, as we continue to be entrusted by our employees, clients and the communities in which we operate.

We are committed to providing a safe, healthy and secure environment for all workplace participants and for those affected by our operations and activities.

And to partner with our clients to create a more sustainable future together.

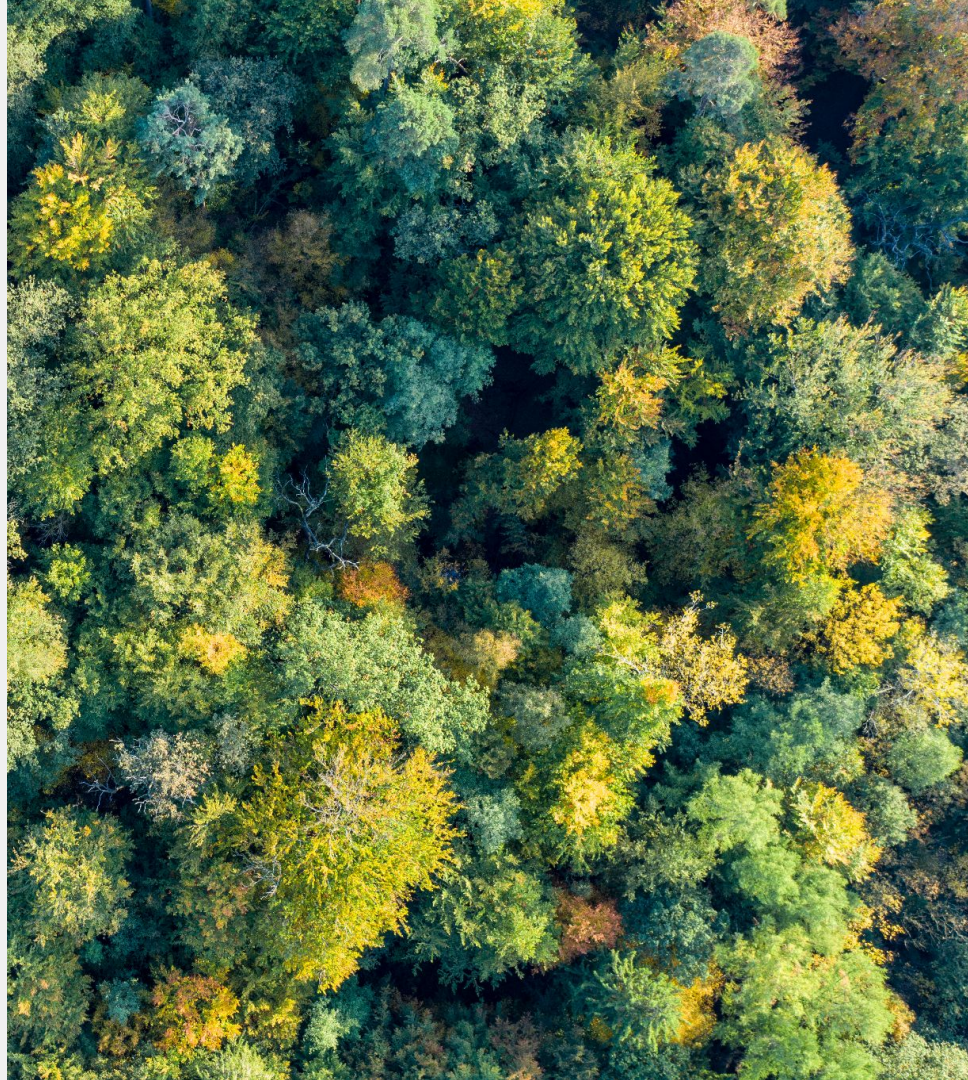


The Scope

This policy, commitment and associated procedures apply to all directors, employees and contractors working for the company.

Variations

The Company We Keep reserves the right to vary, replace or terminate this Policy from time to time.



The Company We Keep commits within 12 months to:

Science-Based Climate Target

Setting a science-based target aligned with SBTi criteria within 2 years.

Climate Active certification.

Reduce GHG Emissions Intensity

Annually reporting on GHG emissions and emissions intensity.

Setting a long-term target of a minimum 5% annual intensity reduction based on a 22/23 base year.

Share 3rd-Party Scorecard

Achieving EcoVadis certification with a minimum silver medal rating.

Annually disclosing sustainability performance and progress towards social and environmental targets.

ESG Reporting and Goals

Develop a timeframe and framework for regular and comprehensive ESG reporting to establish ethical and social reporting and goals.

The Company We Keep also commits to:

Transparency

Respond promptly and transparently to all sustainability requests from our clients and stakeholders.

Collaboration

Engage proactively and collaboratively with clients and supply chain partners.

Progress and Innovation

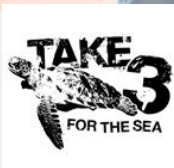
Drive innovation and progress and be an industry leader in all areas of sustainability.

Our Partnership with Take 3 for the Sea

We are proud to have formed a pro-bono partnership with Take 3 for the Sea to help the charity on its brand transformation journey.

Take 3 for the Sea is a well-respected Australia-based not-for-profit organisation that educates and promotes collective action against plastic pollution across the world.

This will see us undertake the full brand identity journey for the charity, from research and strategy to creating the new look and feel.



"We prioritise giving back to initiatives that resonate with our core beliefs and have a genuine impact. Take 3 for the Sea's dedicated efforts to combat plastic pollution and safeguard our oceans resonates perfectly with a people-driven brand like us."

Nigel Ruffell
CEO
The CWK

"This refresh is crucial to help grow and expand our important message to new global audiences. Our plastic waste is literally trashing our oceans, harming and killing marine life and impacting human health and the wellbeing of the entire planet."

Jacquie Riddell
CEO
Take 3 for the Sea

A close-up photograph of a man with a full, dark brown beard and mustache. His eyes are closed, and he has a peaceful expression. He is wearing a bright green hoodie with an orange interior lining. The background is a dense, vibrant field of small orange flowers with green leaves, creating a textured and colorful backdrop. The lighting is soft and natural, highlighting the man's features and the texture of the flowers.

The Company We Keep
Our Commitment

We are committed to providing a safe, healthy and secure environment for all workplace participants and for those affected by our operations and activities.

Our commitment to providing a workplace of integrity and respect will never change. If you have any questions do not hesitate to reach out.

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