

Freeman Sustainability Policy

Freeman is committed to sustainability in all that we do to protect and improve our environment, communities, and business today and for future generations. Sustainability is focused on reducing the impacts of human activity on our environment and communities. Freeman is also committed to full compliance with government environmental laws and regulations and minimizing risks and impact through robust initiatives.

Scope

This policy applies to all Freeman-controlled operations globally.

Purpose

The purpose of this policy is to integrate our commitment to environmentally responsible practices and programs into all aspects of our business, and to harness the innovation of our employees, partners, suppliers, and clients toward our sustainability goals. It provides a framework and guidance for action and decision making and is based on the best practices and standards of our industry.

By utilizing the United Nations Sustainable Development Goals (UNSDGs) as a framework and inspiration for creating a better world and assessing our initiatives, Freeman aims to promote sustainability across all our operations, at every event we produce, and for each exhibit we build. It is an end-to-end focus that starts with having a strong foundation of sustainable practices within our own operations through the products and services we offer our customers to help them achieve their own goals.

Our goals are to:

- Reduce our greenhouse gas emissions, energy consumption, water use, and waste generation
- Increase our use of renewable energy sources and recycled materials
- Implement green practices and innovations throughout our value chain
- Support environmental initiatives and causes that align with our values and mission
- Engage our stakeholders and partners in our sustainability efforts
- Measure and report our environmental performance and progress

Policy

All Freeman employees are responsible for supporting Freeman's sustainability goals. Freeman expects employees to follow the following standards:

- Employees shall complete the required training on the foundations of sustainability, ensuring they actively promote a lifecycle mindset within their roles and business partners that considers upstream and downstream impacts.

- Employees must embrace a culture of continuous improvement, consistently seeking out innovation and improvement in our operations and in the products and services we provide.
- Employees shall encourage sustainable consumption internally and externally.
- Employees shall encourage our supplier partners to establish their own goals and continuously improve their offerings.
- Employees shall utilize sustainability criteria in the decision-making process for the products and services we use within our own operations, as well as those we offer our customers.
- When applicable, work to maximize the effective and efficient use and reuse of all resources and materials. Rethink, Reduce, Reuse, Recycle.
- When selecting new suppliers or updating business processes employees should prioritize shifting to less carbon intense energy sources for both our fixed and mobile assets. When possible, employees should strive to reduce the quantity of our water use as well as to improve the quality of our wastewater.
- Employees shall support Freeman's processes and systems to measure, track, and report our environmental impacts and progress accurately and transparently.
- It is the responsibility of our employees to actively communicate our message of sustainability to our employees, partners, suppliers, and clients, while also ensuring they are held to the same or similar standards.

Reporting

Employees are required to promptly report any observed or experienced, actual or potential violations of the Policy. If an employee witnesses or encounters a violation, it is their responsibility to report it either by directly communicating with their manager or by utilizing the HeyBlue Hotline.

Ownership & Consequences

The Freeman Sustainability Team is responsible for the maintenance of this Guideline. Freeman reserves the right to periodically review and amend this Guideline as needed. Non-compliance can lead to significant business disruptions, and harm to Freeman's reputation. Violations of Freeman's Policies will result in discipline, up to and including termination of employment.

Revisions

Revision	Revision Date	Modified By	Reason for Change
1.0	May 1, 2024	Elizabeth Fretheim	Initial rewrite