

# MAKE IT PERFECT

## SUSTAINABILITY POLICY

### **1. Scope**

This policy applies to:

- All work in areas of MIP and business and operations to include the event venue, associated event areas, MIP offices.
- All MIP staff, contracted crew, and sub-contractors.
- For the information of our stakeholders, including client, destination, regulatory authorities and other interested parties.

### **2. Purpose**

The MIP Sustainability Policy provides guidelines to MIP staff, contracted crew and sub-contractors to direct them in making the best decisions to support our sustainability goals.

The Policy:

- Ensures event activities delivered by MIP on behalf of clients are managed in accordance with international best practice;
- Ensures our activities and impacts meet our client's sustainability requirements;
- Ensures our activities and impacts support the principles of sustainable development as set down by the UN Global Compact;
- Directs our decisions enabling us to be resource conservative, reduce emissions to land air and water.

### **3. Our Impacts**

In the course of our business and in fulfilling client assignments, we deal with setups and event management. MIP is committed to minimizing the environmental impact of all aspects of operations through efficient and effective use of resources and engaging in a series of actions to achieve increasingly sustainable management.

### **4. Commitment**

MIP operates globally in the luxury sector, designing, producing and delivering events and set design projects for luxury and high-end brands.

The objective of MIP is to develop and celebrate brand's values and communicate clear messages through made-to-measure high-end works, thanks to a unique creativity, high-standard production know-how and a recognizable style.

MIP believes in the power of beauty to connect and empower people, offering a unique and memorable experience.

MIP believes and operates its business with honesty, transparency, fairness and environmental responsibility. All these principles drive MIP in its daily work with the aim of diffusing them and positively influencing all its stakeholders.

Sustainable development is a key concern for us, our clients and for a wide range of our stakeholders. To meet our commitments and our stakeholder's expectations, we ensure we place sustainability issues at the core of the planning and execution of our activities.

We have adopted the Sustainable Development Principles set down by the UN Global Compact and we express our commitment to:

- The UN Global Compact's ten principles covering human rights, employment standards, respect for the environment and anti-corruption.
- Engagement in partnerships to advance broad UN goals

MIP Spa  
P.IVA – C. F. IT01591430192

Via Bagutta, 13  
20121, Milano  
Italia

[www.makeitperfect.com](http://www.makeitperfect.com)  
[info@makeitperfect.it](mailto:info@makeitperfect.it)  
PEC: mip@casellapec.com

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- The annual Communication on Progress

These principles are embedded into our policies.

To ensure a systematic approach to sustainability management, we have implemented ISO 20121 Event Sustainability Management Systems across our global operations. Integrating this into our planning, it ensures we are able to identify and effectively manage and continually improve the outcomes of our sustainability and environmental protection issues management.

We are committed to supporting the implementation of this Policy and have ensured the time, guidance, resources, budget and engagement with staff and clients is in place to achieve positive sustainability outcomes.

The following pages of this Policy outline our vision for MIP 's sustainability performance can be put into action.

## **5. Sustainable Development**

Mip is committed to supporting sustainable development and ensures our decisions and actions support the UN Global Compact.

The UN Global Compact is a call to companies to align strategies and operations with universal principles on human rights, labor, environment and anti-corruption, and take actions that advance societal goals. Putting these principles into action within the context of project planning and delivery is the goal of this Sustainability Policy.

Sustainable development principles include:

### **Inclusivity**

All potential stakeholders in our sustainability impacts are identified and engaged. This includes our client, the venue, local community, relevant authorities, supply chain, talent, staff, crew, and volunteers.

Contractors, suppliers, staff and crew have the opportunity to express their opinions, give feedback, offer suggestions or to present grievances on decisions made.

We ensure our productions are accessible to audiences with physical disabilities. We integrate best practice in this regard, and meet any requirements set down by our client, the venue and relevant accessibility organizations.

We offer avenues for local businesses and individuals to be involved in our activities, through our local sourcing and hiring policies.

### **Transparency**

Relevant information about our operations is available for stakeholders as it applies to them.

- The supply chain is informed of securing contracts in a timely fashion and with written confirmation (purchase orders). Staff and crew have access to information about working hours and conditions and are consulted and informed if any changes need to be made.
- Regulatory authorities have access to relevant policies and plans at appropriate points throughout the event planning cycle.

### **Integrity**

To ensure the highest level of integrity in our operations, we ensure our activities are undertaken with professionalism, regard for the law, without bias, and with regard for the highest standard of ethical consideration (including procurement choices). We ensure diversity is encouraged and developed through our employment policy and also through content programming where relevant. All legal regulations that apply are adhered to.

### **Human Rights**

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MIP supports and respects the protection of internationally proclaimed human rights and ensures it is not complicit in human rights abuses. This is enacted through the choices made in product, materials, and supplies procurement, along with workforce contracting and those of our sub-contractors and supply chain.

## Fair and Safe

Through our direct employment, that of our sub-contractors and of our suppliers, we ensure we uphold globally accepted labor standards.

- We do not restrict or limit the ability for staff, performers, or supply chain to be involved in labor unions or other collective bargaining groups.
- We play our part in eliminating all forms of forced, compulsory, or child labour in its supply chain through the procurement decisions we make.
- We also ensure discrimination is eliminated both through our own employment policies, that of subcontractors and through the supply chain/procurement choices made.
- We will plan and run our events with the highest levels of safety, ensuring a safe and healthy work and event environment. This is ensured through the implementation of the MIP Health and Safety Management Plan and the MIP Risk Management Plan.

## Legacy

MIP aims to leave a lasting impression within the host community, throughout the supply chain with our clients, broader stakeholders and event attendees. This is achieved through the following:

- Supporting community initiatives through supply of exposure, resources, time, equipment or money.
- Hosting interns and volunteers to transfer event production skills into the community.
- Supply chain management to increase and embed sustainability to those companies which supply goods and services to us.
- Professional development of local event staff and crew on sustainability knowledge.
- Infrastructure, materials, supplies and equipment gifted to the community post event.
- Local contracting and procurement preference to support the local economy.

We additionally support the UN Sustainable Development Goals, ensuring our actions help to support.

## **6. Communications and Competency**

MIP's sustainable development commitment and actions are communicated to employees, suppliers, clients and other stakeholders.

- MIP identifies all those who could impact the event's sustainability performance outcomes and engages participation and requests involvement in sustainability plans and requirements.
- We will ensure information about our activities and its sustainability impacts is available for stakeholders as it applies to them.
- Those making purchasing and logistics decisions are given the guidance, tools, and knowledge needed to make the best choices on behalf of MIP, to help meet its sustainability performance ambitions.
- We log communications and engagement with internal and external stakeholders.

This Policy is communicated to relevant parties through several channels including:

- Responses to client briefs and requests for tenders.
- Provided to relevant parties such as the venue, local industry organizations and authorities.
- To employees and workforce attached to the event.
- A log of this Policy's dissemination is kept within Event Sustainability Management System

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## **7. Sustainability Management in Action**

We strive to Enhance Stakeholder Involvement: This includes creating more opportunities for their involvement, allocating more resources for issue identification, maintaining continuous engagement with stakeholders, and providing them with regular training.

We strive to Enhance Transparency: This implies greater openness, honesty, and transparency regarding the organization's orientation towards sustainability, its impacts, and progress towards established sustainability goals.

We strive to Develop a clear sustainability policy. Ensure that staff, suppliers, and stakeholders are all informed, understand, and act in accordance with the sustainable development policy.

We strive to Ensure that all staff are adequately trained and able to change their working methods to implement an increase in sustainability.

We strive to Enhance Sustainability Education: This includes developing a comprehensive sustainability training program, integrated into the onboarding process for new employees and in the continuous training for current staff.

We strive to Enhance Supplier Selection: This involves evaluating all factors, including location, transport used, materials employed, cost, equal employment opportunity, employment of people with disabilities, and post-use lifecycle of the material.

We strive to Enhance Environmental Awareness: This implies providing basic internal training on environmental assessments.

We strive to Enhance Feedback Utilization: This implies exposure to, attention to, and implementation of lessons learned from feedback at all corporate levels.

We strive to Enhance Event Sustainability Reporting: This involves developing a comprehensive event sustainability reporting system that monitors and communicates the organization's sustainability performance.

## **8. Targets**

The nature of our work means the elements and impacts are very different for each project we undertake. For this reason, overarching policy-based targets cannot be set, but for each project we are engaged with, our policies require our production staff to anticipate potential impacts and to take action to reduce them along with enhancing positive legacies.

## **9. Definitions**

Sustainability – means living within the limits imposed by the physical world and understanding the interconnections between economy, society and environment, and the equitable distribution of resources and opportunities.

Sustainable development – is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

## **10. Compliance**

All Clients and product and service suppliers will be made aware of our Event Sustainability Policy at the time of engagement.

## **11. Monitoring and Review**

The event will carry out a quantitative and qualitative assessment of sustainability performance.

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Sustainability issues will be included in the external and internal debrief after each event. These reviews will be considered in the annual appraisal and reassessment of MIP Sustainability Policy.

Continual improvement is built into performance review and future targets.

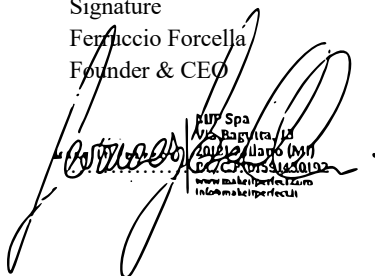
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Signature

Ferruccio Forcella

Founder & CEO



MIP Spa  
Via Bagutta, 13  
20121 Milano (MI)  
C.F. 07531430192  
[www.makeitperfect.com](http://www.makeitperfect.com)  
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