

POPHOUSE ENTERTAINMENT

Sustainability Policy

Approved April 2023

Pophouse Entertainment (hereinafter Pophouse) is an entertainment company, operating in the fields of music & live entertainment. Our vision is to be the go-to powerhouse of original ideas, delivering next-generation entertainment and quality experiences for the many. We are a value- and purpose-driven firm, promoting Swedish values of equality, trust, and openness in a global market environment.

Scope

This policy describes our focus areas and our ambition level of our sustainability work. With sustainability we mean value creation and responsibility for people, the planet, and society. We support the principles of the United Nations Global Compact (UNGC), the UN Sustainable Development Goals and the Paris Agreement.

The policy guides us in decision making as well as in our daily work. It applies to all Pophouse entities, the board and all our employees.

Our responsibility

It is our responsibility to actively contribute to well-being, equal opportunities, and minimised environmental footprint through the value chain. Based on our impact, stakeholder expectation and external requirement we have defined six focus areas for our sustainability work that are constantly evaluated:

- Memorable Experiences
- Sustainable Food & Beverage
- Mutual benefit Partnerships
- Employer of Choice
- Innovative Development
- Resource efficiency & Circularity.

We aim to constantly improve our sustainability work. Therefore, we set targets for these areas, appoint responsibilities, allocate reasonable resources, and continuously measure our performance.

At Pophouse we adhere all applicable laws and regulations and ordinances, as well as applicable collective agreements.

Our focus areas and objectives

Memorable Experiences

Building on our strong legacy and heritage as well as our innovative dna, we offer an amazing smorgasbord of experiences at our unique locations. High service quality, accessibility and security are of highest priority.

Sustainable Food & Beverage

We offer a variety of exciting food and beverage with low impact on climate and biodiversity. We prefer regional and seasonal ingredients and do our best to prevent food waste.

Mutual benefit Partnerships

Together with our partners, we create next-generation entertainment. We are the trustful and caring partner of choice. We select suppliers and clients that share our business values. We value long-term relationships, working together in concepts leading to mutual success.

Employer of Choice

We offer an inspiring, flexible, and inclusive workplace with good working conditions. We listen to each other, share knowledge and welcome different perspectives. We provide tools and space for growth and development.

Innovative Development

We explore what's new. We are forward thinkers, driven by creativity and powered by technology. We continuously evaluate how to best capitalize on new ideas and collaborate internally. We lead by example, supported by robust management and governance structures.

Resource efficiency & Circularity

We consider environmental impacts in all decisions and in our daily work. We continuously increase resource efficiency and contribute to circular economy. We ensure that waste that cannot be avoided is handled correctly and transformed into new resources. We explore solutions to become a climate neutral company.

Governance

Pophouse CEO is ultimately responsible for the implementation of this policy and Pophouse sustainability work. It is the responsibility of each manager to ensure that employees are aware of this policy and its implication for the employees' role and responsibility.

All employees must understand how they contribute to Pophouse sustainability work, which is why Pophouse offers continuous trainings and inspiration on related topics.

All employees are encouraged and expected to share ideas for improvement, and report deviations or potential violations of this policy. Reporting does not lead to any retaliation or other negative consequence for the person who reported in good faith. Deviations are documented and an action plan is drawn up to prevent similar deviations in the future.

Point of Contact

If you have any questions about this, or want to report any known or suspected non-compliance, please contact us via [Pophouse.se](mailto:info@pophouse.se) or info@pophouse.se. If you want to report anything anonymously, use Pophouse's whistle blowing function [WhistleB, Whistleblowing Centre](#)