

Social, Ethical and Environmental Report **2007/08**



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# Welcome



**Jon Sellins**  
Group Operations Director  
EC&O Venues

I'm delighted to present the 2008 edition of EC&O Venues' Social, Environmental and Ethical Report, now in its second year. As stated in last year's report, our company's relationship with the environment, the communities in which we work, the City in which we are based, our staff and our stakeholders – our Corporate Social Responsibility, or 'CSR' – is of the utmost importance to us.

Last year, our venues played host to over 300 events and two and a half million visitors and had an economic impact of around £200m in the Royal Borough of Kensington and Chelsea and the London Borough of Hammersmith and Fulham. We are internationally famous for a range of spectacular events – B2B, consumer and corporate – like the London Book Fair, the London International Horse Show, the Great British Beer Festival, the BRITs and the Ideal Home Show.

However, in order to operate effectively and efficiently we consume a great deal of energy and, as a by product of what we do, we generate tonnes of waste materials.

In addition, thousands of cars, vans and lorries visit our venues every year in order to deliver or remove people, equipment, supplies or exhibits, and of course, all of this happens in largely residential areas.

The impact we have on our communities and on the environment is therefore significant, however we are committed to minimising that impact and pursuing our business goals both ethically and responsibly. In the last 12 months, EC&O Venues has been instrumental in the development and launch of BS 8901 – the British Standard for Sustainable Event Management – arguably the event industry's biggest move to date in the field of social responsibility.

At the end of the first decade of the 21st century, CSR has become a business necessity. The government is preparing to impose levels of sustainability, trading partners are starting to make their choices on the basis of CSR credentials and consumers increasingly purchase according to ethical, sustainable and environmentally-friendly criteria. Perhaps more importantly, no-one wants to work for a company that does not recognise how vital these issues are.

This report outlines how we ensure that, as our business grows and develops, we remain aware of our responsibilities and the impact that we have on our community and the environment, and how we are helping our customers do the same.

# Introduction – Who we are



EC&O Venues, Earls Court and Olympia, (EC&O) are the UK's leading venues for exhibitions, conferences and live events encompassing music, entertainment and corporate events.

The venues stage high-profile and prestigious events and in 2007 played host to around 300 events, 30,000 exhibiting companies and were visited by over 2.5 million people.

Leading brands and organisations choose EC&O to showcase their events and include: the BRIT awards, the London International Horse Show, parties and corporate events for Lloyds and Abbey, AGMs and training days for M&S, fashion events for Armani and L'Oreal and performances from George Michael, Kylie, The Chemical Brothers and the Red Hot Chili Peppers.

Our business prides itself on seven key qualities:

- Flexible space to suit any event
- Industry leaders in customer service
- World-famous venues
- Central London locations
- Wide ranging and longstanding experience
- Capable and enthusiastic teams
- Ethically and environmentally responsible

We recognise and understand that in addition to the commercial needs of our business, we have clear duties and commitment to our staff, to the environment and to the communities in which we work.

## Fast Fact: Committed staff members

Over 33% of our staff have been with EC&O for 10 years or more, 7 of those staff members have been with EC&O for 20 years or more and 2% of staff members have worked for us for over 35 years – showing that we really do have long standing knowledge and experience within our business.

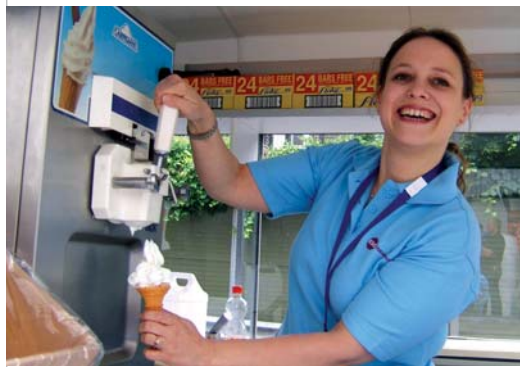


This report will set out our activities and achievements in four specific areas:

- **Company Values** – working together, showing understanding and care for our people
- **Sustainability** – outlining our sustainability programme; the drafting, trial and launch of BS 8901 (the British Standard for event sustainability); implementing energy saving programmes, by recognising and helping to reduce the effects our events have on the environment
- **Community** – our involvement and investment in the local communities which we support and in which we do business
- **Charity** – our participation and work with local charities, encouraging staff involvement in charitable fund-raising and activities

This report is part of our overall commitment to good business practice. For further information about EC&O Venues' Corporate Social Responsibility policy and activities, please contact Lynne Marie Cox, **0207 370 8838**, [lynnemarie.cox@eco.co.uk](mailto:lynnemarie.cox@eco.co.uk). For information regarding our sustainability policies please contact Emma Wellman, **0207 598 2409**, [emma.wellman@eco.co.uk](mailto:emma.wellman@eco.co.uk)

# Company Values



At EC&O we realise that our reputation for excellence in customer service is a key business driver and that our people – our most important assets – create that reputation. Our attitude to customer service is enshrined in our mission statement:

*"We create environments to fulfil our GUESTS' dreams" – where GUEST stands for 'Give Us Extra Special Treatment'.*

Underpinning the mission statement are our four Values:

- Care
- Trust
- Respect
- Commitment

These Values define the way we work. The Values are incorporated in the EC&O recruitment process to ensure that every team member is comfortable with living and displaying them.

A regularly-changing team of **Values Ambassadors** is responsible for communicating Values activity amongst the teams, gathering feedback and taking responsibility for specific projects, devised with the help of external consultants. Values Training and Refresh workshops are available to all staff, facilitated by Ambassadors, in-house Learning & Development personnel and individual team members.

Internal communication is a business priority and accounts for approximately 25% of marketing and communications resource and spend. Venue briefings are held quarterly, including departmental presentations, guest speakers and business updates, and news bulletins are issued monthly via email and in limited-run printed form for non-office based team members.

In the last 12 months, a special budget was allocated for the development of a new intranet which allows for data and opinion capture via a staff survey tool, and for employees to post their own news items and commentary. There is also a regular programme of staff events – some formalised, others spontaneous.

The **EC&O Values Awards scheme** recognises and rewards those who have displayed the Values in a particularly notable way. The scheme is open to nominations from any team member in any part of the business and the Awards (and associated 'prize') are presented quarterly at the Venue Briefings.

Above: EC&O Values Ambassadors



# Sustainability – Award winning & leading the way



Earls Court and Olympia are award winning venues, at the forefront of event sustainability, and in recognition of this, EC&O has won two AEO (Association of Event Organisers) Excellence Awards for its sustainability initiatives.

Over the last year EC&O has taken great steps forward in the areas of energy efficiency, recycling and waste management. Its venues, Earls Court and Olympia, are fully committed to continuing to make progress in these areas and we are pleased to represent UK Venues on the committee which developed BS 8901 (the British Standard for sustainable event management), launched in November 2007.

Over the past year CSR has been increasingly prominent on the national agenda; it has become a business prerequisite for many companies, resulting in more and more of our customers seeking venues which operate in line with their own CSR policies. This demand from our customers is increasing and the steps we have taken so far have made a real difference to their events.

#### EC&O Venues – Sustainable Development Policy

EC&O Venues recognises that the exhibition and live events industry is by nature transitory and disposable and in our day-to-day operations our business impacts on the environment in a number of ways. This means we are continuously looking for ways to improve our environmental performance and strive to integrate sound environmental values, principles and practices in everything we do.

We are committed to seeking continuous improvement in all aspects of the company's environmental performance and in the prevention of pollution on our sites.

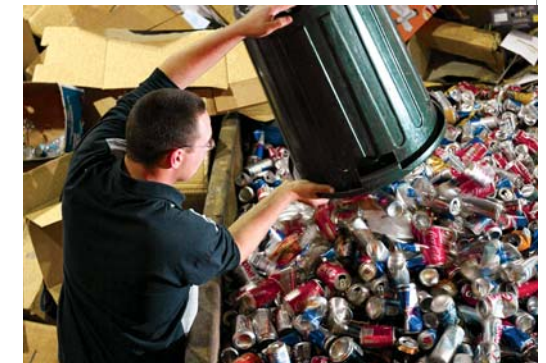


As a result EC&O Venues has broadened its Environmental Policy into a Sustainable Development Policy and the following are ongoing objectives for our venues:

1. To identify and engage with stakeholders and suppliers on issues of sustainability
2. To assess sustainability risks and opportunities presented by hosting events at EC&O
3. To set sustainability key performance indicators and objectives for our work on events held in our buildings
4. To help to provide necessary resources and training for those involved in event management within our buildings

The company's Sustainability Strategy is to:

1. Benchmark the level of sustainability currently within EC&O
2. Develop a plan for ongoing implementation and measurement of sustainability
3. Raise awareness of the concept of a sustainable event and the events held at our venues
4. Gather feedback and learning on the implementation of a sustainable event management system
5. Work with our service partners to improve the sustainability of all the services provided at our venues



Above: Cardboard and cans sorted and recycled onsite at Earls Court



**EC&O Sustainability Advisor, Emma Wellman**

In response to customer questions around making their events more sustainable EC&O has appointed a member of staff to the position of Sustainability Advisor. Emma Wellman is involved with all the sustainability initiatives that are implemented throughout EC&O and is a main point of contact for all customers with regards to any sustainability query they might have.

Emma has a wealth of knowledge and experience of the events industry, chairs the Association of Event Venues' Sustainability Group (which aims to help share best practice within the industry) and has been instrumental in the development of BS 8901. As well as assisting our clients with BS 8901 and more general sustainability issues, Emma participates as a speaker in a series of industry education sessions on sustainability. Emma Wellman can be contacted via: [emma.wellman@eco.co.uk](mailto:emma.wellman@eco.co.uk) 0207 598 2409.



**Above: Emma Wellman**  
Sustainability Advisor receiving the 2008  
AEO Award for Sustainable Initiative of  
the Year for BS 8901



**BS 8901 – What is it and what does it mean?**

BS 8901 is the first sector-specific standard for the events industry. It has been created to help the industry manage and develop the environmental, financial and social risks that can impact all aspects of event management. These can include:

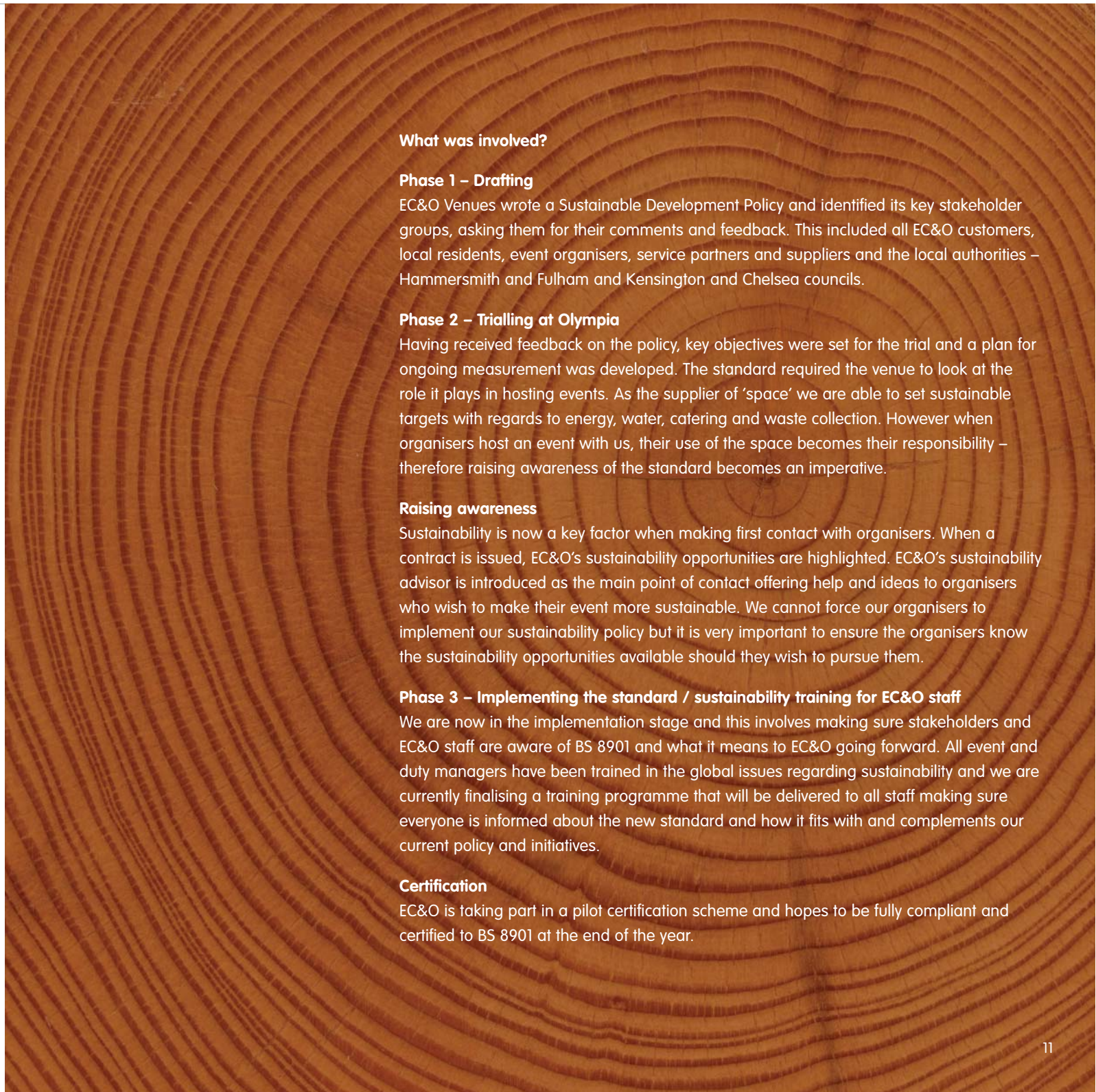
- Venue selection
- Supplier and partnership selection
- Operating procedures linked to hosting the event
- Transportation policies
- Post event 'end of life' issues such as waste collection, recycling and re-use of materials

Essentially BS 8901 has been developed as a type of 'road map' for organisers, service partners and suppliers outlining ideas and offering guidance on how to make their events more sustainable.

**Groundbreaking**

BS 8901 is groundbreaking for EC&O and for the UK event industry, not only because it was the first industry-specific sustainable event management system (with one of the widest stakeholder engagement programmes the British Standards Institute has ever conducted) but also because the draft of the standard was circulated for public consultation resulting in over 300 written comments.

As the work was so pioneering the standard was trialled by specially selected companies ahead of the actual launch. Due to EC&O's reputation for leading the way in recycling and sustainability initiatives, the business was asked to take part in the trial during August – September 2007. After successful completion, it was launched to the press and rest of the industry in November 2007.



**What was involved?**

**Phase 1 – Drafting**

EC&O Venues wrote a Sustainable Development Policy and identified its key stakeholder groups, asking them for their comments and feedback. This included all EC&O customers, local residents, event organisers, service partners and suppliers and the local authorities – Hammersmith and Fulham and Kensington and Chelsea councils.

**Phase 2 – Trialling at Olympia**

Having received feedback on the policy, key objectives were set for the trial and a plan for ongoing measurement was developed. The standard required the venue to look at the role it plays in hosting events. As the supplier of 'space' we are able to set sustainable targets with regards to energy, water, catering and waste collection. However when organisers host an event with us, their use of the space becomes their responsibility – therefore raising awareness of the standard becomes an imperative.

**Raising awareness**

Sustainability is now a key factor when making first contact with organisers. When a contract is issued, EC&O's sustainability opportunities are highlighted. EC&O's sustainability advisor is introduced as the main point of contact offering help and ideas to organisers who wish to make their event more sustainable. We cannot force our organisers to implement our sustainability policy but it is very important to ensure the organisers know the sustainability opportunities available should they wish to pursue them.

**Phase 3 – Implementing the standard / sustainability training for EC&O staff**

We are now in the implementation stage and this involves making sure stakeholders and EC&O staff are aware of BS 8901 and what it means to EC&O going forward. All event and duty managers have been trained in the global issues regarding sustainability and we are currently finalising a training programme that will be delivered to all staff making sure everyone is informed about the new standard and how it fits with and complements our current policy and initiatives.

**Certification**

EC&O is taking part in a pilot certification scheme and hopes to be fully compliant and certified to BS 8901 at the end of the year.



**BS 8901 – The outcome and the future**

Since the launch of BS 8901 many of our new clients are booking our venues for their events due to our sustainability credentials. To make it even easier and to help out our organisers and suppliers further, we have invested in an online tool that will guide them through the standard in a manageable and straightforward way. We have also developed a one page BS 8901 information sheet to help explain the standard in its simplest form.

Visit our website <http://www.eco.co.uk/sustainableevents> for further details.

**Waste and recycling at EC&O Venues**

Earls Court and Olympia are very different buildings offering unique spaces for the various events they host. This means that we have to stay flexible in our approach to the waste and recycling processes we implement after each individual event.

We started to implement waste management and recycling programmes at EC&O three years ago by removing paper, cardboard, metal, plastics, paint, cotton fabric, glass and wood from the waste sent to landfill. We work closely with organisers to minimise the waste left at the end of each event and to ensure that as much as possible can be recycled or reused. The initial waste reductions that were made in the first year were maintained in 2007 and we continue to refine the process for 2008. Additional charges have been levied on exhibitors and organisers to pay for the disposal of excessive waste. This has helped to make contractors take responsibility for their waste and stops ‘fly-tipping’ on our sites.

**Recycling at Earls Court**

Earls Court benefits from a vast basement area and we have developed a large recycling and waste centre below the building. It enables the venue to sort the waste coming out of the halls directly into different waste streams. By recycling and reusing as much paper, cardboard, metal, plastic, paint, cotton fabric, glass, carpet, banners and wood we have helped dramatically reduce the amount of waste sent to landfill. Any waste left over is compacted and then sent to a waste transfer station for further sorting and extraction of recyclable material.

**Recycling at Olympia**

Olympia also has a dedicated recycling centre, but on a smaller scale, which includes two recycling balers plus an area for storing bales of paper ready for recycling. Restricted space outside means that Olympia has sought other methods to support its recycling process for 2008. Olympia works to ensure that as much paper, cardboard, metal,



Above: Recycling centres at Earls Court and Olympia

**Fast Fact: Recycling**

In 2007 the total waste removed from Earls Court and Olympia was 3,517.95 tonnes of which 1496.68 (43%) has been separated and recycled either directly from the halls or recycled or recovered using transfer stations and waste for energy plants.

plastics, paint, cotton fabric, glass, carpet, banners and wood is sorted and sent directly to be recycled. The remainder is then sent to a transfer station or waste for energy site to help divert as much waste from landfill as possible.

Other sustainability initiatives we are working on include:

**Public recycling**

To improve public recycling at our venues EC&O were involved in the consultation process for ‘Recycle on the go’ – the government initiative regarding a recycling colour coding system for different waste streams, which is being rolled out across the country in public places. In addition we have also introduced the following systems to enhance our onsite recycling:

- Recycling bins have been installed in all management offices and organiser offices
- Visitor recycling bins are available for the show floor when an event is in progress
- Gummy bins have been installed outside the venue to collect chewing gum for reuse under sports pitches

**Water management programmes**

These programmes help to reduce water usage throughout the venues, which, due to their age and design is not a simple or immediate process. We have undertaken the following initiatives:

- Upgraded the building systems and installed ‘hippos’ in washrooms and installed sensors in the men’s washrooms to regulate the flushing of urinals. This has lead to considerable savings
- Replaced normal taps with sensor/push on-off taps as our washrooms are refurbished
- Amended sanitary waste contracts to ensure a more sustainable disposal method is used

**Pollution control measures to prevent pollution of ground and water**

We have also:

- Improved the waste areas of the venues to prevent any ‘wash off’ by rain that may contaminate the ground
- Placed spill kits and trained staff to be ready to deal with any spillages that may pollute the ground or water
- Fuel tanks are regularly checked and ‘bunded’ (i.e. a tank placed within a tank) to prevent any spillage and we’ve made drums available for the disposal of cooking oil to prevent it being poured down drains



Above: Recycling Centres at EC&O Venues



#### Working with our in-house caterers to assist them in improving their waste management

- We have met with all our in-house caterers to talk them through our sustainability plans for the venues, for feedback and information on their own sustainability programmes and offered advice on how we can help
- Some of our catering partners have done a lot of work by using locally sourced, seasonal produce where possible and biodegradable or re-useable packaging. We continue to work with our catering partners to help them to make positive changes to enhance their own sustainability credentials

#### Adopting a sustainable procurement ethos

This ensures that sustainability is considered when purchasing equipment and materials, and has included:

- Environmental cleaning products which use enzymes to 'eat' the dirt
- E-Cover washing liquids and organic and fair trade teas and coffees in organiser 'welcome packs'
- Environmentally friendly Interface carpets used in offices and in the halls
- English wines sourced for organiser gifts
- Hi-tech panels for Olympia's West Hall

#### Food recycling – Biogen food disposal

EC&O is currently putting in place a sustainable food disposal system – a pioneering initiative for the industry:

- Packaged food is collected in coloured bins and unpackaged food (including raw meat, coffee granules, milk and other cooked and uncooked foods) is collected in corn starch bags provided by the venue
- The food is then taken to a Biogen food plant in Bedfordshire
- The food is mixed with pig manure and fermented creating methane which is used to generate electricity, with the remaining slurry used as a fertiliser
- This unique method is a carbon positive process



Above: The recycling team at Earls Court

For more information and advice on all or any of these initiatives please contact: **Emma Wellman, Sustainability Advisor,** [emma.wellman@eco.co.uk](mailto:emma.wellman@eco.co.uk) 0207 598 2409

#### Energy Efficiency

EC&O is very conscious of the impact CO<sup>2</sup> emissions have on the environment. Energy management programmes are in place at EC&O Venues which aim to reduce the amount of energy used and source the best available energy solutions.

Our energy management programme includes:

- Increasing energy efficiency
- Reducing energy consumption
- Reducing water consumption
- Minimising CO<sup>2</sup> emissions and consumption of fossil fuels
- Minimising significant environmental impacts arising from energy and water use

In 2007 Earls Court and Olympia saved 2,300,000 kWh (kilo Watt hours) in electricity consumption. This is equal to 990 tonnes of CO<sup>2</sup> emissions. In the same time frame, the two venues saved 1,400,000 kWh in gas consumption, which is equal to 266 tonnes of CO<sup>2</sup>. In total we reduced energy consumption by 10% and in 2008 we aim to reduce our energy consumption by a further 5% on the 2007 figure. Combined with water consumption reduction we achieved approximately £220,000 of savings in 2007.

These savings were achieved through a variety of initiatives including:

- Working with service providers (official contractors)
- Working with clients
- Staff education (raising awareness, implementing "switching off" campaigns where staff are encouraged to think about and act upon energy saving in the office – turning off lights, PCs, printers, photocopiers)
- New technology (more efficient lighting, automating water flow, variable speed drive (VSD) installation on existing motors)
- Improved systems and controls (Building Management System (BMS) upgrade)
- Monitoring and targeting (reporting results, "locking in" savings)

#### Fast Fact: ECO days

EC&O Venues holds 'ECO Days' whereby staff are asked to use the stairs instead of the lifts for a whole day once a week.

#### Fast Fact: Energy

Compared to 2006 EC&O has saved a further 1,155,000 kWh in gas and electricity consumption and aims to reduce energy consumption by a further 5% for 2008.



# Community – Supporting the local area



**Top:** London Taxi Drivers Fund Event at West Brompton Entrance, Earls Court, May 2008

**Bottom:** Kensington and Chelsea Good Citizen Awards held at Olympia, May 2008

EC&O has forged very good relationships with its surrounding communities. We see ourselves as a strong 'resident' of the local communities (Hammersmith and Fulham and Kensington and Chelsea) in which we operate. Our Halls Directors attend regular residents meetings throughout the year to meet with heads of the Residents' Committees to discuss any business matters and to share any concerns that might affect the community in general. We strive to reduce the impact of our business on the community from sound, light and traffic by educating our event managers and our staff and by communicating our community relations projects to our exhibitors and visitors.

EC&O has worked on a number of local and community projects which have benefited the surrounding area, and further a field:

- EC&O funded the Earls Court Festival which offers two weeks of music, drama, film and neighbourhood events in a celebration of the Earls Court Community. EC&O provided operational event support and staff volunteered themselves to help at a Garden Party, both with the set up and serving of cream teas to festival goers in the award-winning Earls Court Square Garden
- We helped to retain an early morning London underground service to and from Olympia
- We worked closely with the West London Line Group to prevent the suspension of overground train services and to increase the frequency of train services to West Brompton and Kensington Olympia
- We supported the Kensington and Chelsea Good Citizen Awards and held the awards ceremony at Olympia
- We created a Community Garden in Hounslow by donating a wooden colonnade, garden furniture and parasols from exhibitions held at our venues
- We supported West Middlesex Hospital by donating concrete slabs, decking and cobbles gathered from various exhibitions for a communal garden area at the hospital for patients and visitors to enjoy



- We have donated 21 tonnes of carpet from our venues to Blenheim Palace for the Triathlon over the past 4 years
- We donated other leftover carpets to a garden centre in Somerset who use it to package their products (such as granite, concrete and garden ornaments), many of which are used for the Chelsea Flower Show
- We have worked with residents to clear and tidy a local woodland area and recycled exhibition waste by providing wood and labour for a playground, fabric for community retreats and paint for local housing associations
- We held a special Schools Open Day for the Earls Court Doctor Who Exhibition, inviting schools in the surrounding area, and have donated tickets as prizes for school fêtes and auctions
- We support the London Taxi Drivers' Fund for Underprivileged Children, by offering the West Brompton forecourt at Earls Court as a starting point for this annual event. Every year, the charity takes a large number of underprivileged kids (using London Taxis) to a different theme park or tourist attraction



**Above:** EC&O sponsored the Earls Court Festival and staff volunteered to help out at the Garden Party event

## Fast Fact: Green500

EC&O has recently signed up to Green500, a London Development Agency scheme that is leading London's top organisations to reducing their carbon emissions in the capital by 60% by 2025.

The scheme will provide EC&O with practical advice and support to reduce carbon output and energy used. The programme is targeted towards the 500 biggest organisations in London and aims to set a global standard of environmental excellence – EC&O is supportive of those aims.



### Actively promoting the use of public transport – working with Network Rail and TfL

EC&O works with Network Rail and event organisers to offer ticket incentives for visitors travelling to the venues by train. Our event managers actively promote public transport routes to organisers and we provide information for organiser handbooks. We have also created a partnership with Transport for London:

"EC&O Venues has been working with Transport for London to increase visitor travel to events by sustainable modes of transport. A travel plan has been developed which seeks to encourage walking, cycling and use of public transport to access the venue. The aim being to reduce the overall number of single occupancy car trips made by visitors to Earls Court events.

A comprehensive travel survey was undertaken at the Confex trade show in February 2008. Over four hundred attendees were interviewed about their travel choices and their perceptions on what could be done to encourage more sustainable travel. Only 5% of event attendees drove a car alone to the event, with a further 2% car sharing as a driver and 2% sharing as a passenger. This shows that the majority of event attendees already travel using sustainable modes. However, given the excellent transport options available to access the site, it was felt that by working proactively with TfL, more could be done to facilitate public transport, walking, cycling and car sharing over single car usage. The travel plan has put forward a number of recommendations that should help to achieve a further increase in sustainable transport usage. EC&O Venues and TfL will continue to work closely together and follow up monitoring will be undertaken next year to identify what action can be taken."

**Damian Price** spokesperson for Transport for London

### 'Ride2Work' Programme

At EC&O we also actively encourage the use of alternative methods of travel and have introduced Evans Cycles 'Ride2Work' programme for employees, along with the upgrade and installation of extensive cycle facilities for our staff and visitors.

# Charity – The EC&O Charitable Trust



The EC&O Charitable Trust builds even closer relationships with the immediate community. Each year we provide £25,000 to support charities and organisations within the Borough of Hammersmith and Fulham and in the Royal Borough of Kensington and Chelsea.

EC&O Venues is proud to have supported the following projects:

#### London South & West Deaf Children's Society

EC&O donated £1800 to help fund the cost of developing their monthly, volunteer-led, club meetings. The charity provides opportunities for deaf children and their families to establish support networks whilst providing fun activities for the children. The society is supported by the National Deaf Children's Society and the funding has gone towards helping the scheme with venue hire for activity days, bouncy castle hire, publicity/printing, games and arts and crafts and refreshments.

#### Breakaway Holiday Club

EC&O donated £1950 to Breakaway Holiday Club. The club provides a one week, self catering holiday, inclusive of transport and entertainment passes to underprivileged families who have not been able to afford a holiday for three years or more.

#### Kensington Athletic

EC&O donated £1,000 to a local football team for disadvantaged young people to help provide kit and overall funding for the team.

#### Blythe Neighbourhood Council

EC&O donated £1500 to Blythe Neighbourhood Council which is a registered charity that offers four week, creative art workshops for 5-11 year olds from low income families.



**Top:** Olympia Quiz Night – EC&O raised over £5,000 for the Demelza House Hospice charity

**Bottom:** EC&O donated material to create a Community Garden in Hounslow



#### The Sulgrave Club

EC&O donated £1000 to help fund youth workers on a two week Easter School Holiday activity. The project aims to educate young people who live within Hammersmith and Fulham, Ravenscourt, Askew and Shepherds Bush wards, through their leisure time activities.

#### Outside Edge Theatre Company

EC&O donated £1000 to the UK's only professional theatre company that creates interactive and dramatic works that explore the issues related to substance misuse. They provide ongoing workshops and training to people of all ages and all areas of the community who are affected by addiction. The funding helped their support programme 'Lifelines' and provides an opportunity to listen to young people affected / at risk of being affected by parental substance misuse, helping to develop positive problem-solving strategies for them.



#### British Schools Exploring Society

EC&O donated £1500 to take 12 underprivileged young people to Madagascar on a geographical expedition.

#### Metropolitan Police (Kensington and Chelsea)

EC&O donated £2200 to the Good Citizen Awards scheme, a support programme that rewards and encourages good citizenship amongst secondary school age young people in the Royal Borough. It is designed to raise awareness amongst young people of their responsibilities as citizens and feedback from local residents suggests an improvement in behaviour from young people within the area thanks to their participation in the scheme.

#### Staff sponsorship and other charity events

At EC&O we encourage employees to take part in fund-raising activities through the EC&O Staff Sponsorship Scheme. This scheme has been set up to provide match funding on all sponsorship raised, up to the value of £250, per employee per year.

As a company we regularly involve our service partners, customers and suppliers in fund-raising events which include:

- Charity golf days
- The EC&O Olympia Quiz Night
- EC&O Macmillan Coffee Mornings
- 'Sticky Wicket' – a charity cricket tournament in aid of the Lord's Taverners Association to help underprivileged children

We also regularly donate tickets to our events to local schools and charities such as the NSPCC, Help for Heroes and the Demelza House Hospice.

### Fast Fact: Charities

In 2007 EC&O helped to raise over £130,000 for charity and over 1,000 person hours were spent on charity or community involvement.



**Top:** EC&O staff members completed the Race for Life in June 2008

**Bottom:** EC&O regularly hold charity golf days

#### Duke of Edinburgh's Award

EC&O has been a silver member of the Duke of Edinburgh's Award since 2005 and a substantial amount of its donation goes directly toward funding expeditions for young people from the Royal Borough of Kensington and Chelsea.

#### Give as you Earn

EC&O operates a payroll giving scheme (Give as you Earn), which is one of the easiest ways for employees to give to charity, tax efficiently.

For further information about any of EC&O Venues' Corporate Social Responsibility initiatives please contact **Lynne Marie Cox, 0207 370 8838, [lynnemarie.cox@eco.co.uk](mailto:lynnemarie.cox@eco.co.uk)**. For information regarding our sustainability policies and how you can make your event more sustainable please contact **Emma Wellman, 0207 598 2409, [emma.wellman@eco.co.uk](mailto:emma.wellman@eco.co.uk)**

