



## **Sustainability Policy**

AP Events Limited is an audio visual and technical production company that works with its client's advising them of the best way to achieve their goals for their event or set of events.

We recognise that our activities have an impact on the environment, most significantly events, travel and products that cannot be easily recycled.

### **Energy**

Lights and equipment are switched off when not required and heating controls accurately set. All lighting in the office/warehouse are now LED.

Our rental lighting stock is moving to LED and any additional lighting we hire in on behalf of our clients is in the most part LED.

All event lighting equipment as purchased from December 2023 is LED only

When lighting an event, we set all lamps to the lowest light as possible without impacting the overall look and feel.

Venues that have a good level of natural light we encourage to clients to not use lights at all.

As we do not choose the venue the client is holding their event at, we cannot have any influence of where and how the building is heated or lit.

### **Waste**

We communicate, invoice, do our banking and store documents electronically securely.

We print only where 100% necessary.

Stationery and scrap paper is re-used.

Wastepaper, card, plastics, metals, glass, batteries\* and ink cartridges are recycled using licensed waste carriers.

Gaffer and PVC tape is one of our larger issues as neither can be recycled yet. However, we have reduced our use of gaffer tape by around 80% by using cable trunking.

\*Batteries used in radio mics after events are kept to use in rehearsals for the next client and only for the live event are fresh batteries used. All batteries are recycled at local facilities.

As of March 2024, we have started to purchase the new range of digital radio mics that are now workable for events with re-chargeable batteries. It will take some years to migrate over to these mics but the process has begun.

### **Electronic equipment**

When equipment has reached the end of its useful life it is disposed of at a compliant facility. The exception to this is Apple who take back all Apple products that are either broken or at the end of their useful life. Apple then re-uses and/or recycles all components that can be.



### **Carpet stages and backdrops**

All carpet used is now fully recyclable as are printed canvas printed backdrops/felt coverings.

### **Travel**

The equipment we hire out travels to site by van or trucks that are Euro 6 compliant. We are looking at electric vans but at the current time the challenges are too great, when this changes we will switch without delay.

We ask our crew travel by public transport to events. When this is not possible, we see if car-sharing is possible.

### **Social Policy**

AP Events ensures the well-being of all its staff whether full time or freelance.

Staff members are given additional time off in lieu when working over their contracted hours and freelancers are always paid the industry rates.

All annual leave is allowed any time of the year and it is preferred that the time is taken rather paid in lieu of the leave.

AP Events ensures any agency staff (local rig/de-rig crew) are 'a living wage employer'.

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### **Darren Glossop**

Founder & Director, AP Events

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