



ESG Report

1 April 2023 - 31 March 2024



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Section 1 Introduction

The Scottish Event Campus (SEC) is Scotland’s largest purpose-built conference, exhibition and live entertainment campus, featuring three iconic venues and outdoor spaces. It is recognised as a leading global destination capable of hosting the world’s largest events of scale and complexity

This document provides an introduction to the SECs key Environmental, Social and Governance policies, initiatives and activities, with a focus on:

		
<p>E: the least Environmental impact of the campus, including our Net Zero 2030 ambition and the progress made towards this throughout the current year ended 31 March 2024.</p>	<p>S: information about our key Social initiatives, our investment in supporting local communities and progress associated with our employees health and training programmes.</p>	<p>G: our Governance structure, values and key policies relating to stakeholder engagement, health & safety, event safety and key partner operations such as security and food safety.</p>

Going forward, we will publish prescriptive metrics and targets and our progress against each as part of this annual report.

Section 2 Environmental

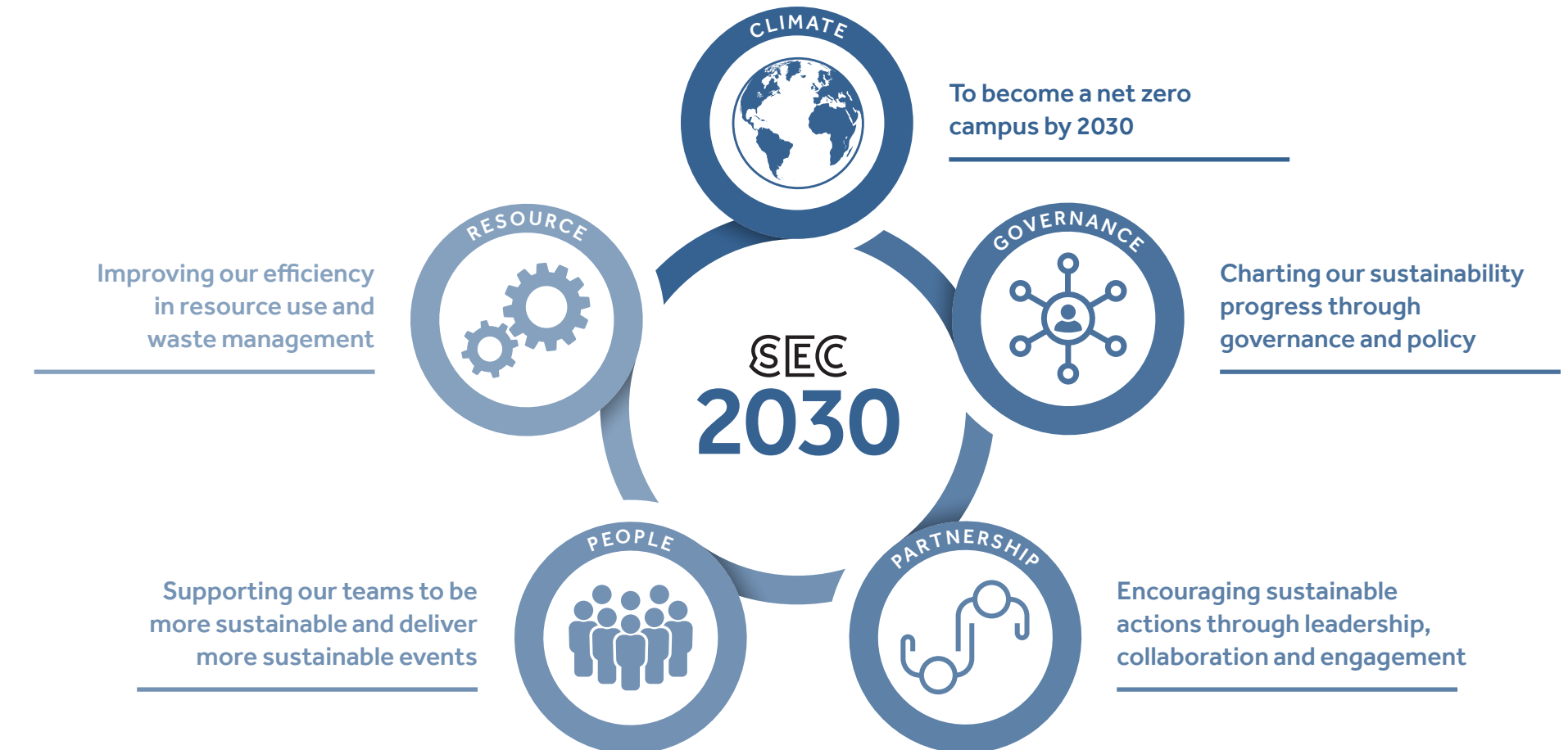
Sharing information relating to the least Environmental impact of the campus, including our Net Zero 2030 ambition and the progress made towards this throughout the current year ended 31 March 2024.

The following achievements, spanning 2021 - 2023, provide useful context relating to the development of our own Sustainability Strategy and our Net Zero 2030 Roadmap.

- **Proud Host of COP 26:** In November 2021, the SEC proudly hosted COP26, the UN's annual Conference of the Parties to the United Nations Framework Convention on Climate Change (UNFCCC) and the largest international congress held on UK soil to date. A significant legacy for our industry resulted from COP26 in the formation of the Net Zero Carbon Events (NZCE) initiative. A collaboration of leading global events organisations and representatives, with the support of the UNFCCCs secretariat, pledged to come together with the goal of eliminating greenhouse gas (GHG) emissions by 2050.
- **Founding Signatories of NZCE:** The SEC joined events industry leaders from across the globe to present the pledge, live at COP26, making a clear commitment to enable change as a community.
- **Our Net Zero 2030 Target:** Our Net Zero 2030 target advances progress beyond our NZCE pledge commitments. Our existing buildings and energy infrastructure present an opportunity for phased upgrade and we are aligning the timing of these capital projects now with our 2030 ambition.
- **Greener Arena Certification:** The OVO Hydro was the first arena in the world to be awarded 'A Greener Arena' accreditation in 2022, recognising the venue's commitment to tackling environmental and staff wellbeing issues. Recertification work is underway and due for completion later this year.

A Strategy for the Future

The ESG progress shared over the following pages evolves from the SEC Sustainability Strategy which centres around our five key pillars of Climate, Governance, Partnerships, People and Resource



Our Recent Progress

From engaging our team in key resource-saving practices, to completing our LED replacement programme and minimising energy use through improved control systems, our key decarbonisation focus over the past year has been on driving ongoing campus-wide efficiency gains through our operations. Specific achievements include:

- A continued effort to increase awareness of reducing emissions and associated costs through the efficient use of energy and water, championed by our Energy Management Group and Team Green.
- Completion of the LED lighting replacement programme across our exhibition halls in May 2023. Over 450 lamps were switched to LED and now 58% of campus lights are energy efficient. Work is underway to further increase the number of LED's on site with the aim of bringing campus lighting to 70% LED in 2024/25.
- Consolidation of workspaces for food preparation has driven further efficiencies.
- Optimisation of building management software to ensure minimal energy is being consumed during operating periods.
- Chillers replacement programme delivered in the Armadillo in 2023, investing in more energy efficient models.

'Team Green' Engage Our Workforce: our people continue to be fundamental in supporting delivery of our strategic objectives. Our Team Green, made up of representatives from across the business, spearheaded several activations throughout the year to engage our workforce and drive collective progress. In addition to creating engaging news updates for all staff, and educational visits to the on-site SEC Bee Hives, Team Green achieved "Cycle Friendly Employer" status from Cycling Scotland. In support of this nationally recognised award, on National Cycle To Work Day, we also recruited Bike For Good to carry out bicycle repairs and maintenance for our teams.

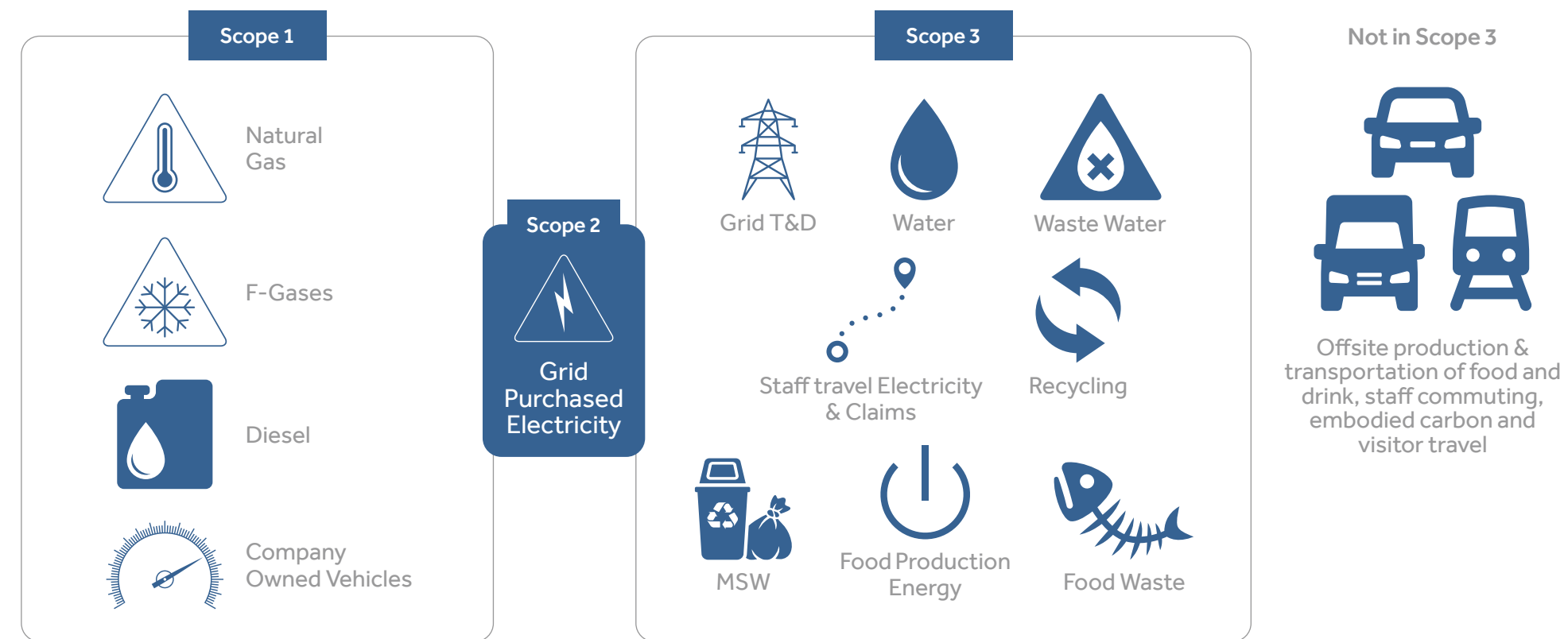
We Publish Our Net Zero Roadmap: a significant step forward for the business was the publication of our net zero roadmap. In line with our commitment as a founder and signatory of the Net Zero Carbon Events (NZCE) initiative, we consolidated our company wide progress to date with our decarbonisation plan in one publicly available document. Its purpose is to present our route to net zero by 2030 and in doing so, demonstrate our firm commitment to lowering the impact of our business operations. The Roadmap has interwoven our five key pillars with the NZCE decarbonisation processes to Define & Plan, Measure & Embed, Replace, Reduce and Remove.

Achieving Further Footprint Reductions: in developing the Roadmap, we measured our 2022/23 emissions compared to our baseline year, and we were pleased to note a 26% reduction. We are therefore delighted to announce that a further 14% reduction has been achieved in 2023/24.

We will update this roadmap biennially, with our next publication due in December 2025. Our journey remains a constant work in progress and regular updates of our ongoing actions and achievements will be provided periodically via our SEC Net Zero 2030 online hub.

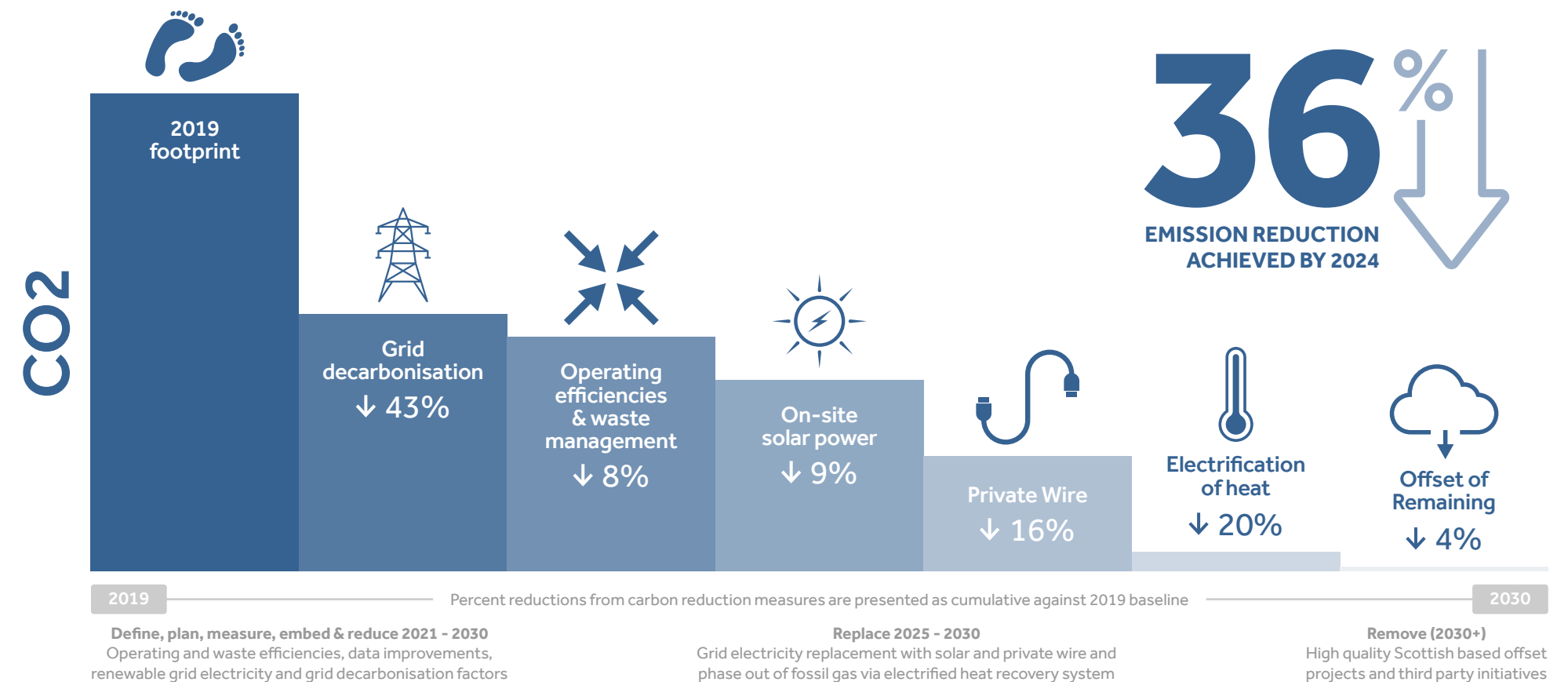
Our Scope Boundaries

We have identified and defined our scope categories and boundaries in alignment with the GHG Protocol and NZCE industry framework as follows:



Our Net Zero 2030 Roadmap

86% of our baseline year 2019 footprint consisted of emissions driven by building energy consumption (51% electricity and 35% natural gas), highlighting our need to develop a comprehensive Energy Strategy as an actionable priority. The carbon reduction measures visually represented here, demonstrate the resulting planned chronology of our roadmap from our 2019 baseline assessment through to 2030.






Streamlined Energy & Carbon Reporting (SECR)

GHG EMISSIONS	2019 Baseline	2022 / 23	2023 / 24
Total Scope 1 emissions	1,961	1,542	1,257
Total Scope 2 emissions	2,725	2,050	1,815
Total Scope 3 emissions	664	363	338
Total Scope 1, 2 & 3 emissions	5,350	3,955	3,410
Year on year reduction		26%	14%
ENERGY CONSUMPTION			
Energy consumption used to calculate above emissions (mWh)	20,862	18,566	14,396
INTENSITY RATIO			
Total sellable event space for combined campus (m2)	32,081	32,081	32,081
Total CO2e per sellable m2	0.17	0.12	0.11
% SPLIT OF EMISSIONS			
Total Scope 1 emissions	37%	39%	37%
Total Scope 2 emissions	51%	52%	53%
Total Scope 3 emissions	12%	9%	10%
	100%	100%	100%

For the Period 1st April 2023 - 31st March 24

SECR Headlines

	2023/24 vs PY	2023/24 vs BASELINE
 GHG EMISSIONS CO2	14%↓	36%↓
 ENERGY CONSUMPTION mWh	22%↓	31%↓
 CARBON INTENSITY CO2E PER SELLABLE M2	8%↓	35%↓

Section 3 Social

The SEC engages with the local community through various programs and initiatives that support social development and community well-being. This includes partnerships with local charities and community groups.

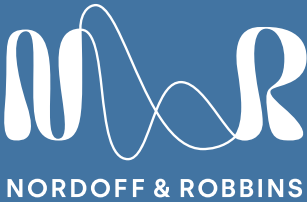
Visitor accessibility: for our visitors, the Campus promotes diversity and inclusion and ensures that its events are accessible to all.

Charity Partners: the SEC has established long-term charitable support partnerships with the Glasgow Children’s Hospital, Nordoff and Robbins (music therapy) and Beatson Cancer Charity.

One Day at Christmas: One Day at Christmas is a charity event run by the UK events industry to create a very special Christmas day experience for lonely and isolated people at this time of year. In

December 2023, 5 events ran concurrently across the UK (Glasgow, London, Birmingham, Coventry and Farnborough) welcoming around 1500 wonderful guests.

At the SEC, we warmly welcome around 260 guests each year to enjoy a day of great food, great company, fun, games and prizes all topped off with superb entertainment from the fantastic Rock Choir. This event is very generously funded by numerous sponsors arranged through Mash Media and is also supported and delivered by our own teams and local partners.



Economic impact of the SEC

The method of calculating the economic benefits for the city and beyond reflects current best practice. EKOS was commissioned during 2015 to update the economic impact study originally carried out in 2006. The model follows the recommendations of the HM Treasury Green Book for calculating economic impact and aligns the calculations with the model used by Glasgow City Council and the Scottish Government. Using the base multipliers within the EKOS study, in the year 2023/24, as a result of the business conducted by SEC, the net additional expenditure in Glasgow was estimated at £468m, in Scotland £304m and in the UK, £263m:

Glasgow



Economic Impact

2023/2024	2022/2023	2019/2020
£468m	£428m	£431m

Net Additional Jobs

2023/2024	2022/2023	2019/2020
5,183	4,821	5,694

Scotland



Economic Impact

2023/2024	2022/2023	2019/2020
£304m	£264m	£311m

Net Additional Jobs

2023/2024	2022/2023	2019/2020
3,366	2,959	4,103

Rest of UK



Economic Impact

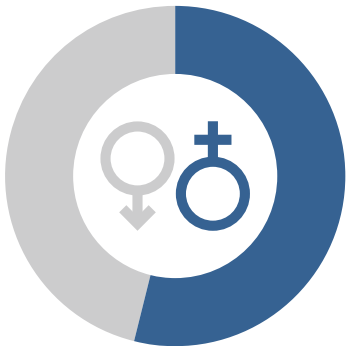
2023/2024	2022/2023	2019/2020
£263m	£176m	£243m

Net Additional Jobs

2023/2024	2022/2023	2019/2020
2,905	1,975	3,198

Equality, Diversity & Inclusion

- The SEC is committed to equality, diversity and inclusion ensuring all team members are appropriately trained to create a campus free from discrimination and harassment.
- 54% of our workforce are female, many of whom hold key leadership positions within the company. Alongside our Chair, 45% of the Board and 40% of the Executive team are women.
- We are focussed on providing young people opportunity in the world of work, with 5 active apprenticeship positions in Health and Safety, IT and Projects.
- The average length of service across our workforce is 8.6 years and we are a Living Wage employer, as are our key partners.



54%

of our workforce are female

Learning Journey

The SEC has a well-established track record of inspiring young people of all ages into the thriving events industry via our long-standing ‘SEC Learning Journey’ and ‘Work Aware’ initiatives. Since April 2023, **2,225 young people** have taken part in the SEC Learning Journey which incorporates work awareness sessions, student conferences, bespoke sessions, work experience and on-campus tours.



Learning & Development

2,332 hours were dedicated by our team to mandatory online training across a variety of subjects such as health and safety at work (2022/23 – 2,240 hours)

1,548 hours were dedicated by our team to face to face optional training across various disciplines such as effective leadership, risk management, coaching and feedback. (2022/23 – 1,488 hours)

70% of our workforce hold a qualification or qualification dedicated to their role which includes degree level education, accounting and HR qualifications from bodies such as ICAS, ACCA and CIPD. In addition, our team are skilled in role specific qualification such as electrical installations, sound, and lighting technology.



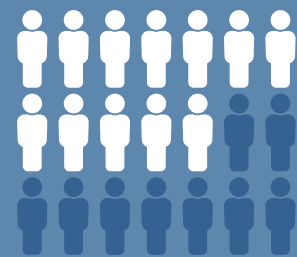
70%

of our workforce hold a qualification dedicated to their role

Employee Health & Wellbeing

Employee Wellbeing and Social and Environmental Sustainability Team Initiatives:

- All aspects of our employees' health remains a top priority for our business and a summary of our absence rates and other facts and statistics are displayed opposite.
- 25% of our team are trained in either Emergency First Aid or First Aid at Work and we currently have 20 dedicated mental health first aiders and 55% of our staff had zero absence days in 2023/2024.
- We also offer a range of benefits to further support our employees wellbeing such as our private medical, gym membership and various fun Friday offers including hairdressing, massages and Therapet services - all of which can be accessed on our Employee App alongside key company policies and contact information.
- In 2024, we launched a Salary Sacrifice Car Scheme for our workforce in line with our SEC Net Zero 2030 strategy and the financial fitness of our team.
- We are proud to be a Cycle Friendly Employer committing to alternative transport methods for our team, supported by our Cycle to Work Salary Sacrifice Scheme.
- As noted previously we have a dedicated employee sustainability committee known as Team Green, who support our SEC Net Zero objectives providing engagement opportunities in initiatives such as zero waste cooking sessions, how to support biodiversity in your home garden, cycle awareness and visiting our on-campus beekeeper and hives.



STAFF WITH 0
ABSENCE DAYS
2023/24
55%



25%
of our team are trained in
either Emergency First Aid
or First Aid at work.



20
dedicated mental health
first aiders to support
our team



Section 4 Governance

Governance Structure

Our Board of Directors lead our governance structure with a direct report from our Executive Group which is currently headed up by our two Interim Managing directors. Our Executive Group consists of supporting committees comprised of Board and Executive Team members including the Audit & Risk Committee, Remuneration Committee and a Health & Safety sub-committee.

Our Sustainability Strategy has been adopted company wide with full Board and Executive support and a legal compliance audit of our environmental practices is also conducted biennially by Watermans. In addition to external financial auditing, Additional external audits are also conducted on our finances our fire safety (a British Fire Safety Audit).

Board of Directors

- **Comprises** - Chair, 7 Non-Exec Directors (4 of which are Glasgow City Council (GCC) representatives), and 2 Interim Managing Directors.
- **Meet** - 6 times per annum.

Executive Group

- **Comprises** - 2 Interim Managing Directors and 4 Directors leading key areas of our business operations.
- **Meet** - 12 times per annum for a full day session
- **Responsibilities** - all key business matters including a full review of financial results, project priorities and operational and staffing matters.

Audit & Risk Committee

- **Comprises** - Chair of ARC, 3 further Non-Exec Directors (2 GCC representatives).
- **Meet** - 4 times per annum, with Interim Managing Directors and Head of Finance attending at request by the Committee.
- **Responsibilities** - various, including review of the control environment of the business, financial adequacy, approval of financial statements, post external audit recommendation to the Board.

Remuneration Committee

- **Comprises** - Chair of RemCo and 3 further Non-Exec Directors (1 GCC representative)
- **Meet** - 3 times per annum, with Interim Managing Directors and Director of People attending at request by the Committee.
- **Responsibilities** - Review of the remuneration of the business including annual bonus schemes where applicable, annual pay rises and benchmarking.

All Staff Meetings

- **Comprises** - Executive Group reporting to whole Campus workforce biannually
- **Meet** - Biannually at the end of Q1 and Q3
- **Purpose** - Updates relating to business performance, strategy and future plans and goals during summer and before Christmas.

Our Vision

To be the best Event Campus in Europe

Our Mission

Best Venues, Best People, Best Events

Our Values

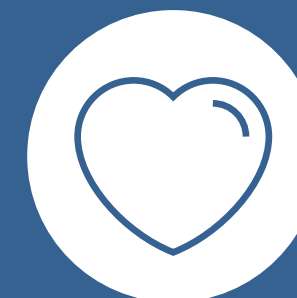
Friendly



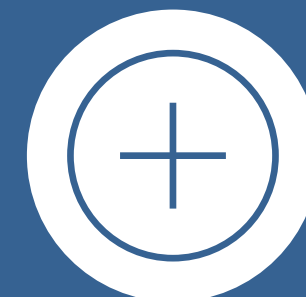
Fun



Healthy



Positive



Respect



Teamwork



Stakeholder Engagement

Our campus simply would not be what it is today without the ongoing support and expertise of our key stakeholders, partners, client and suppliers.

Beyond day to day operational catch ups, we also engage with our key stakeholders through a number of formal organisational platforms. These include Board Meetings, our Annual General Meeting, meetings with our major shareholder Glasgow City Council, our annually published “A Year in Review” report and other frequent meetings and correspondence.



Safety & Security

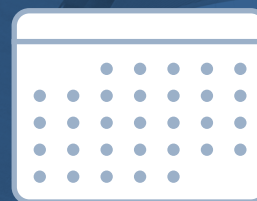
Safety and Security are paramount within everything that we do at SEC with a key focus on our vision to deliver Best Security at all times, become a centre of excellence, and be an event Industry leader in this space.

In addition, we are committed to achieving the highest standard of event and public safety across the diverse range of events we deliver on campus.

To assist us in achieving our goal are our two key partners who provide support to our security and medical operation. G4S provide stewarding and security related services and Amvale provide various levels of medical support for our many visitors.

Our relationships with these companies and the volume of output shown in the statistics opposite secures many permanent jobs within Glasgow and the surrounding areas. We see our partners' employees as a true extension of the SEC and critical to our delivery at the venues of the famous "Glasgow Welcome!".

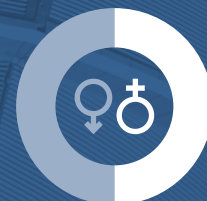
Amvale Medical Support Team Profile (2023/24)



SHIFTS WORKED
2,974

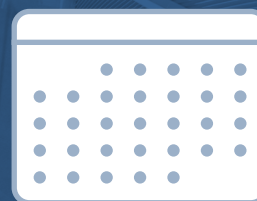


HOURS WORKED
23,150



STAFF GENDER SPLIT
50 / 50

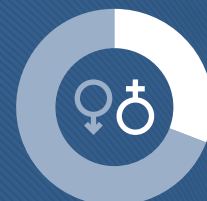
G4s Security Team Profile (2023/24)



SHIFTS WORKED
37,414



HOURS WORKED
276,762



STAFF GENDER SPLIT
69 / 31

Cyber Security

We have invested significantly in our cyber incident response capability and, during the current financial year, we have implemented an external Security Operations Centre (SOC) to give us 24/7 monitoring of cyber security risks.

In conjunction with the SOC, through our monitoring and response capabilities, we detect cybersecurity events by analysing critical logs and events. Together with continuous automated assessments of security vulnerabilities, these capabilities strengthen our cybersecurity assurance and reduce the time needed to respond to and mitigate risks.

We regularly conduct cybersecurity incident simulation exercises to test our cyber incident response plan and response play books to ensure relevant team members are familiar with their roles and responsibilities and that the response plan is fit for purpose against a rapidly evolving threat landscape.

To monitor compliance with our security requirements, we require all new service providers and suppliers to undergo a cyber vendor assessment.

We see security as a mandatory business requirement and everyone's responsibility. We designed our security awareness program to strengthen our security ecosystem and our business by keeping all SEC team members trained and aware of current and evolving threats.

Food Safety

Our catering partner, Levy UK & I, hold 7 consecutive Royal Society for the Prevention of Accidents (ROSPA) Gold Medal Awards and are internationally recognised by ISAO 9001, 14001 and 45001. In addition to this, their Food Safety Management System had been Primary Authority approved in England with all training systems created in adherence with Scottish guidelines and laws. Levy UK & I are also registered with the Health Service Executive for all food operations at SEC and fully comply with all European Communities Regulations 2006.

Levy UK will also provide support in safeguarding the SECs “A Greener Arena” certification and will support us in implementing ISO 20121 Sustainable Events standard. Levy UK & I operate an ISO 9001 accredited supply chain. They are also committed to Net Zero by 2027 and were the key service partner for COP 26.



Health & Safety

We pride ourselves in being recognised as one of the world’s leading event campuses with visitor numbers that are revered across the Event industry and our ambition, in line with our mission statement, is to have the “BEST” safety and security culture at the SEC, where everyone is free from harm.

Assurance was reinforced this year through a rigorous external health and safety audit which highlighted recommendations and a remediation plan for our teams implement.

A key feature and outcome from this audit included the separation of the roles of Corporate Health & Safety and Event Safety & Security, allowing a keen focus on each specialist area of operations and facilitating a journey to best practice.

An augmented programme of internal and external health and safety auditing is also being introduced and full transparency on planned improvements through ongoing reporting to the Board is in place.

There were zero RIDDOR reportable incidents during the reporting financial year and we continue to liaise closely with our key external stakeholders including the Scottish Fire and Rescue Service and Police Scotland.

2023/24 Health & Safety Headlines

RIDDORs

RIDDOR incidents at the SEC are rigorously investigated by our Health and Safety Team and reported to the enforcing authorities withing the required statutory timescales. In 2023/24, there were no RIDDOR related incidents reported and only one lost time accident was experienced from a work-related accident, resulting in a work-related absence below the reporting threshold.

Incident Frequency Rate (per 1000 Visitors)

We monitor the Incident Frequency Rate across all venues. In the year 2023/24, the Incident Frequency Rate gave rise to approximately 1 incident for every 5000 visitors across all venues. In 2023/24 there were approximately 1.76m visitors that resulted in a total of 354 incidents across the campus.

Health Surveillance

Occupational health surveillance is conducted with team members who operate plant and machinery, work at height or be exposed to loud noise to ensure they remain fit and healthy to work safely on Campus. Testing includes: Audiometric Testing, Skin and Lung Function Testing and Work at Height Assessments. In 2023/24, there was a total of 152 Health Surveillance Assessments undertaken. 149 Team members were deemed fit for work with 3 team members deemed temporary unfit until further risk assessments, support and workplace adjustments were made. No assessments returned a recommendation of any team member being unfit for work.

Safe Workplace

The Health and Safety Management System embedded at the SEC goes beyond legal compliance and drives a positive health and safety culture where safety is seen as everyone’s responsibility. Our Health and Safety Policy, Safety Charter, Risk Assessment, Safe Systems of Work and Event Safety Plans ensure that our team, customers and contractors continue to work in a safe, healthy and secure environment where risk is managed and monitored on an active basis.

H&S Training

We are a responsible employer and recognise the need to ensure staff maintain their competence to work safely on campus and provide the best customer experience possible. We regularly provide information, instruction and training to all our teams and deliver mandatory training covering; Asbestos Awareness, Working with Display Screen Equipment, Fire Safety, Manual Handling, Personal Protective Equipment, Workplace Transport, Loneworking, Working from Home.

Fire Safety

Fire safety is a key priority and we have a Fire Safety and Prevention Strategy that includes fire safety training for all team members, the completion of fire safety risk assessments and fire evacuation plans in addition to, the regular inspection and testing of active and passive fire safety systems on the campus. Each venue on the campus has its own unique fire risk assessment and in 2024/25, we plan to undertake a fire risk assessment in each venue when there is an event taking place.



Thank you for taking the
time to review our ESG
Report for the period 1 April
2023 - 31 March 2024.

We will be updating relevant ESG news and progress in the
[SEC Net Zero 2030](#) hub within our website, where you can also
review our [Net Zero 2030 Roadmap](#). Additionally, our team can
be contacted at any time via pressoffice@sec.co.uk or via our
general business contact details below.

Scottish Event Campus (SEC)
Glasgow
G3 8YW
0141 248 3000





Scottish Event Campus

Glasgow G3 8YW

T: +44(0)141 248 3000

F: +44(0)141 226 3423

www.sec.co.uk

www.ovohydro.com

*
1 ECONOMIC IMPACT (£millions) - This is the increase in expenditure due to the additional money flowing into the economy as a direct result of activities at the SEC. The figures are not cumulative figures.

2 NET ADDITIONAL JOBS - This is the additional full time equivalent (FTE) jobs that the increased expenditure can support. The figures are not cumulative.