

Material Environmental, Social and Governance Risks

Materiality is the principle of defining the social and environmental topics that matter most to your business and stakeholders. Information sourced from surveying customers, suppliers and staff.

Objectives of the materiality assessment:

- Identify key environmental, social and governance risks and opportunities for Leishman Associates
- Identify future trends that could impact your company
- Identify areas for target setting to improve business and sustainability performance

Materiality is a topic of importance to stakeholders, it has social, economic or environmental impact in our value chain and is of strategic relevance to Leishman Associates.

Scope of material topics includes:

- The geographic scope is the region in which we run our events and our office locations
- Business operations will be subject to this assessment with a view to widening to up stream and downstream in future
- This materiality assessment will be included in company reporting to stakeholders along with financials.

Environmental Risks	Impact	Action
Increased travel costs due scarcity of resources / fossil fuels, reduction of delegate numbers and events becoming un-viable. Speakers unable to travel.	Conferences being cancelled due to low delegate numbers	Smaller Regional Events or roadshows or Hybrid Events
Climate Change and increased incidence of natural disasters	Conferences impacted on by extreme weather events – cancellations. Increased insurance premiums.	Ensure indoor options always planned for. Always take appropriate insurance. Choose less risky locations.
Environmental degradation, eco-system damage.	Environmental losses caused indirectly by our supply chain.	Supply chain management and sustainability principles.
Social Risks		
Digitisation – can be a risk to lowered delegate numbers	Information so readily available, conference become obsolete	Develop exclusivity, focus on networking, something that cannot be done as well online. Hybrid Events
Cyber security – Data Breach	Loss of reputation, reporting and compliance action, litigation	Proactive management, DPO, active support
Guilt by association. Supplier or customer misconduct, labour protests, ecosystem damage. Mistreatment, unethical behaviour by the manufacturers of our satchels (Supply chain oversight) such as poor pay and working conditions, environmental damage in countries that do not have good environmental management or monitoring.	Reputation, contributing to slavery, environmental damage.	Leishman Associates conducts through investigation of suppliers to ensure they align with our standards. Supply chain due diligence. Liminal Apparel is our preferred supplier.
Spending freeze by governments, financial crises, reduced spending on sponsorship or registration fees.	Reduced spending by sponsors and delegates. Events unable to meet budget targets.	Smaller, hybrid events. Innovative sponsorship ROI and incentives.
Governance Risks		
Bribery or corruption of senior staff.	Suppliers may be chosen by conference managers that are not the best value for the client.	Relevant code of conduct and staff policies.