



WISE
PRODUCTIONS



Proudly
employee
owned.

2023 IMPACT REPORT



George Foden, Managing Director

A WORD FROM OUR MANAGING DIRECTOR



On behalf of all the Co-Owners of Wise Productions, I am delighted to present our second annual impact report.

Since our transition to employee-ownership two years ago, we've witnessed a remarkable surge in our collective commitment to sustainability. Our Co-Owners have embraced our objectives with unwavering enthusiasm, demonstrating the power of our company ownership model to drive meaningful change.

Our 2023 Impact Report is a testament to our journey so far - a snapshot of our triumphs, challenges, and lessons learned. We're delighted to have made significant strides towards our goal of setting a new standard in sustainable event production, and I'm particularly proud of the team's efforts in achieving the elimination of our Scope 2 emissions entirely, and the significantly improved accuracy of our carbon emissions data.

However, we know our work is far from over. Looking to the future, we approach the challenges to come with unwavering commitment and optimism. We're committed to continuous improvement, learning from our mistakes, and to adapting to the ever-changing world of live event production. This comes from listening to our clients, partner venues and other key stakeholders, and redoubling our efforts to put this vital subject even higher up the agenda in all interactions.

As we continue along our pathway to net zero, we remain dedicated to transparency and accountability. We will continue to improve the quality of our data to track our progress, identify areas for improvement, and ensure that our claims are accurate and verifiable. We believe that by sharing our experiences and learnings, we will empower others in our industry and beyond to embrace more sustainable principles.

I am excited to continue sharing the stories of our progress and would like to extend my thanks to our venue partners, clients, fellow industry suppliers, and Co-Owners for continuing to challenge us and drive meaningful change.



OUR STORY

THE BEGINNING

Since our humble beginnings in 1990, remarkable technological advances have been made and felt globally, enabling the boundless evolution of Wise's event production capabilities. Owing to vast developments in technology, Wise has evolved into a reputable creative production company that realises bigger, better and more innovative experiences than David Wise, our Founder and Chairman, could ever have imagined.

THE EARLY YEARS

In the early years, the industry revelled in the latest technology, leading to heightened consumption throughout. There was little consideration for the after-effects of the events we produced which were often led by industry trends for opulence and unique experiences. We were proud to deliver these extraordinary events and were rarely questioned about our environmental legacy.

THE TURNING POINT

In 2014 the good work at Wise began. Almost overnight, the industry became acutely aware of the impact that once in a lifetime experiences have on our planet. Healthy pressure from clients and venues encouraged us to review our own green credentials and, since then, the sustainability dialogue has continued.

THE JOURNEY

We knew this would be a long and rewarding journey for Wise, as we set out to ensure that 'People, Planet and Prosperity' all contributed to our bottom line. We began to measure success not only by our people and growth, but how our environmental data improved each year.

THE VISION

When it comes to sustainability, Wise doesn't believe in competition. The sharing of ideas and support of our industry peers' success stories is something we celebrate. We believe that curating a future we're proud of relies heavily on shared innovation and industry wide education.

This all leads us to the successful business we are today, with 57 partner venues, an illustrious client list and a dedicated team of over 50 Co-Owners. Our responsibility to our planet has unlocked growth and success in ways we could only have dreamed of.



Proudly Employee Owned

EMPLOYEE OWNERSHIP



One of the best things about being part of an employee-owned company is having more of an impact and voice in improving how the company works and pushing towards change to make us more successful. It makes you feel more involved with the different needs of departments you wouldn't normally have input in, which I think makes the company work better as a whole.

Emily Manning, Production Designer



Working for an employee-owned company has changed my perspective of work. As part of our Employee Voice, it's incredibly empowering to know that all of us have a direct stake in the company's success. The sense of ownership and shared responsibility also fosters a truly collaborative and passionate work environment.

Abby Sammons, Marketing & Partnerships Manager



Proudly employee owned.

In 2022, Wise became London's first Employee Owned (EO) production company, a transition which perfectly reflects our esteemed reputation and people-focused values.

A Board of Trustees holds the Board of Directors accountable to our Co-Owners. The Board of Trustees act in the best interests of our EO Trust and comprises two staff-elected Trustees, two Directors from the Board, and an external Independent Trustee.

OUR CO-OWNERS

Every employee of Wise is a company Co-Owner. Co-Owners have a direct stake in the business and a proactive voice in decision-making. Due to a refined focus on employment standards and company culture, EO businesses are proven to be better at recruiting and retaining talented and committed staff members, which in turn improves services offered to our clients and venues. Wise is proud to be a formally accredited London Living Wage employer.

OUR ENVIRONMENT

Because they better reflect their Co-Owners passions, EO companies prioritise sustainability as a core value. At Wise, we recognise the long-term environmental impact of producing once-in-a-lifetime events, and collectively work towards minimising these effects at every level of the business.

OUR COMMUNITY

EO companies have an increased involvement in their local communities, contributing to job creation and supporting philanthropic projects and volunteer programmes that address community needs and contribute to overall social welfare and community development.

OUR INDUSTRY

Wise's EO status is our main USP, felt by clients, venues and fellow suppliers throughout the London events industry. Since our transition to EO, leadership figures at Wise have embarked on a knowledge sharing journey, collaborating with other industry players to promote the benefits of becoming an employee-owned company.

We are thrilled to have been recognised for our people-powered culture by the Employee-Ownership Association, having been awarded 'EO Transition of the Year, 2023.'

ENVIRONMENTAL IMPACT

CLIMATE CHANGE ACT 2008

As agreed by the UK Government under the [Climate Change Act 2008](#), every UK business must be net-zero by 2050. The Mayor of London has outlined a more ambitious target of [net-zero by 2030](#).

LONDON NET ZERO BY 2030

As a London-based company, Wise are aligning our targets with the net-zero by 2030 mission in an effort to accelerate the change that is needed to ensure we remain in a 1.5C world, a goal set out in [The 2015 Paris Agreement](#). We understand that being proactive in our decarbonisation as a business will not only reduce our impact on the planet, but will ensure we remain resilient and prepared for the transition to a low-carbon industry.

OUR PLEDGE TO THE PLANET

Our sustainability journey began in 2014 and has been at the forefront of our business agenda for almost 10 years. Wise recognise that now is the time to redouble our efforts and ensure we are not only meeting, but exceeding government-set targets. We are working with Creative Zero to decarbonise our business and have signed up to the [Net Zero Carbon Events Pledge](#) to hold ourselves accountable to our goals. In accordance with the pledge, Wise are accountable to the following initiatives (*listed on the right*).



Before the end of Q1 2025, we will publish our pathway to net zero.



Collaborating with all stakeholders to drive change across our value chain.



Measuring, and offsetting our scope 1, 2 and 3 GHG emissions annually.



Reporting on the progress of our environmental initiatives at least every two years.

OUR JOURNEY

2014

Our sustainability journey began in 2014, when we first plumbed water dispensers into our mains and discontinued the use of plastic water bottles at our premises.

2017

Since 2017, all electricity used at our premises has been 100% renewable. This year, we also implemented an effective waste management system that diverts recyclable materials and food waste away from landfills.

2018

No more printed paper! In 2018, we digitalised our accounting system and invested in tablets for our sales team to minimise paper usage during site visits.

2019

2019 saw the implementation of our 'cloud system,' enabling staff to work remotely and reducing the need to commute into the office.

2020

Wise have been purchasing ecological cleaning products and toiletries since 2020, minimising our use of plastic and transitioning to refillable alternatives.

2021

Influenced by COVID-19 in 2021, we began encouraging video calling where possible with clients and stakeholders, in order to reduce our travel footprint across London.

2022

Since the beginning of 2022 we have operated as a 'zero to landfill' company. This year also marks the beginning of our partnership with Creative Zero and our first year of operational carbon auditing; helping us to understand where we can make the most impact in emission reductions.

2023

In 2023, we measured our largest and most bespoke events, so we could make a tailored reduction plan. We expanded our carbon audit to include emissions from computing (product level and spend-based) and data servers.





Delivering the Extraordinary

OUR EVENTS

EVENT TIER SYSTEM

Our events are categorised into three tiers based on their complexity and level of customisation. Tier 1 events are our bread and butter, straightforward events. Tier 2 events involve some level of complexity, such as unusual timings, technical requirements, or logistical challenges. Tier 3 events are highly bespoke, requiring significant planning, design, and resource allocation.

CALCULATING CARBON FROM OUR EVENTS

Running over 280 events each year means creating and transporting a significant number of materials and resources on behalf of our clients, to produce fantastic events. We measure the environmental impact of the events we deliver based on our event tier system, calculating the total carbon emissions from energy consumption, transportation, material usage, and waste generation.

THE RESULTS

Our findings indicate that smaller scale (Tier 1) events have an average impact of 0.2tCO₂e. Tier 2 events generate, on average, 0.5tCO₂e, with our Tier 3 event average being 3.8tCO₂e.

TRANSPORT

We continue to review our fleet operations to ensure the most efficient and sustainable use of our vehicles. Electric vehicle technology has not yet advanced enough to manage the weight loads we require. Instead, we are exploring transitioning our fleet away from diesel and replacing it with HVO (Hydrotreated Vegetable Oil).

MATERIALS

We're reducing the weight of our event builds by using lighter, reusable materials. This allows us to transport more with fewer vehicles, lowering our carbon footprint. Additionally, our "design for disassembly" approach involves using modular bar pieces that can be reconfigured for various events, minimising the need for new materials.

CLIMATE AWARENESS

We are in the process of integrating a carbon calculator to measure the emissions of each of our events. This will track energy usage, consumables, and materials and be included in client proposals. We're committed to keeping sustainability at the forefront of every pitch, proposal, and tender we produce.

2023 CARBON AUDIT

WHAT WE MEASURED

In 2023, we expanded the areas of measurement in our carbon audit to deepen our understanding of our environmental impact. We continued to measure in the core areas, including energy use, fuel consumption, business travel employee commuting and employee home working. We also tracked paper, water, waste and energy metrics such as well-to-tank emissions, transmission and distribution. We dived into our supply chain, using spend-based methods to understand our supply chain purchases. This year, we introduced new areas in Scope 3 including computing, downstream travel and data servers. With this fully comprehensive audit, we are able to set our targeted reduction strategy whilst advancing our commitment to sustainable growth.

SCOPE 1 EMISSIONS

Scope 1 emissions refer to direct emissions that result from sources owned or controlled by a company, for example, fuel purchased, air-conditioning, and gas usage.

SCOPE 2 EMISSIONS

Scope 2 emissions encompass indirect emissions resulting from the generation of electricity, heat, or steam purchased by the organisation. These occur at external facilities but are part of the company's supply chain.

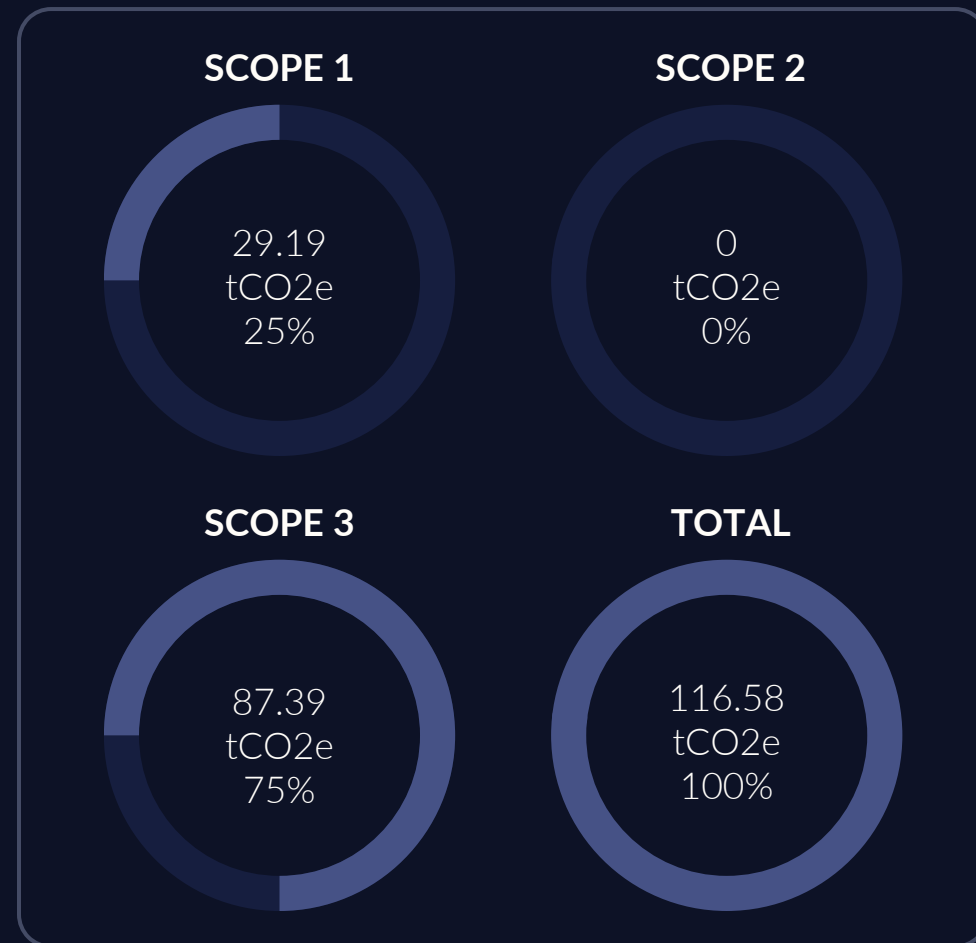
SCOPE 3 EMISSIONS

Scope 3 emissions include all other indirect emissions that occur within a company's value chain. These include things like purchased goods, employee commuting, and services to clients.



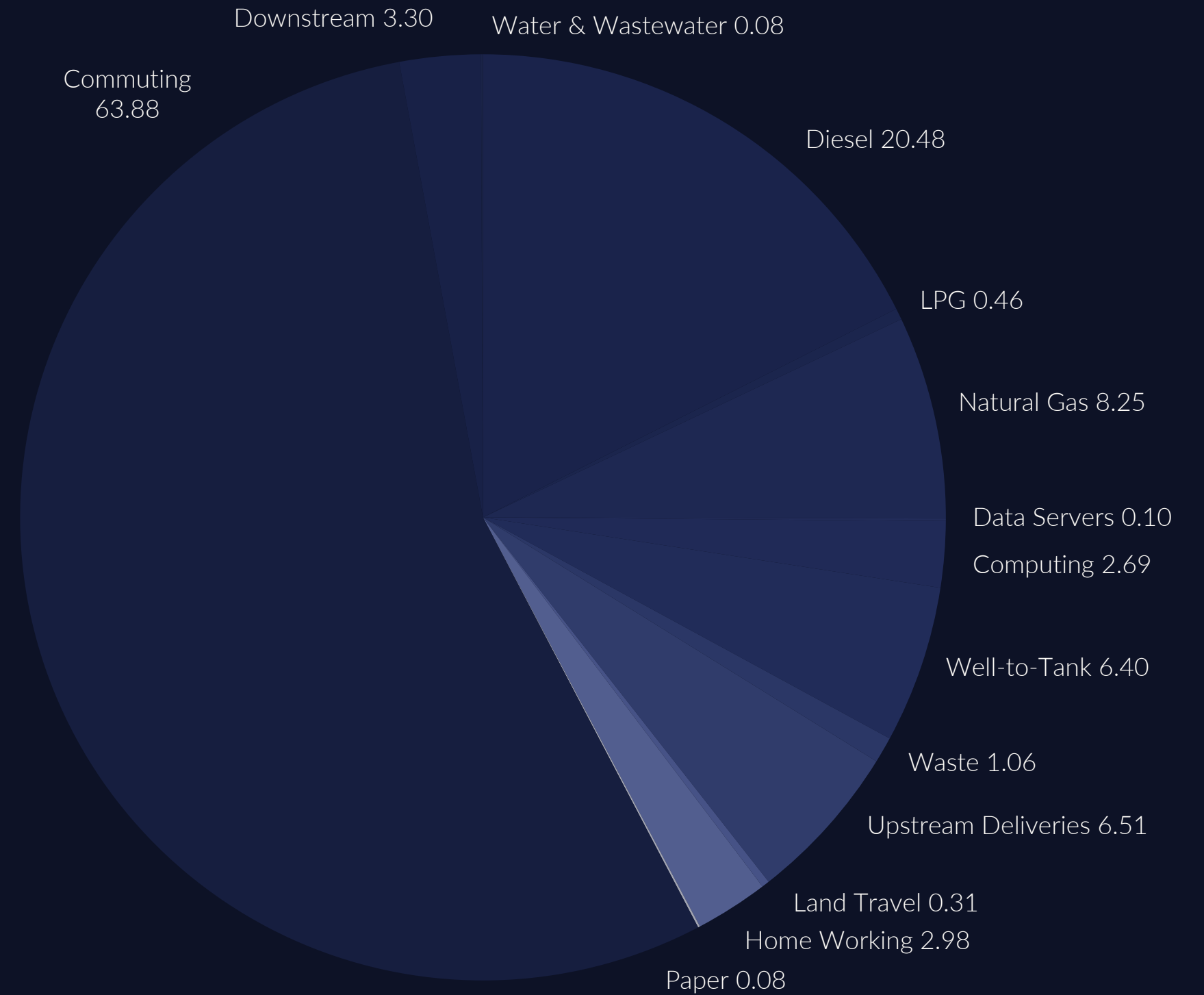
Results

2023 CARBON AUDIT



CATEGORISING OUR FINDINGS

We categorised the sources of our carbon emissions to better understand our operational environmental footprint and pinpoint where we need to concentrate our efforts to have the greatest impact. The 116.58tCO2e that Wise generated in 2023 is segmented here. All measurements are recorded in tCO2e or 'tonnes of carbon dioxide equivalent' which is the collective term given to GHGs.



2023 CARBON AUDIT

CARBON EQUIVALENTS

In 2023, our total emissions reached 116.58 tCO₂e. This footprint equates to the energy usage of 15 homes for an entire year or the annual emissions from 28 cars on the road ([Greenhouse Gas Equivalencies Calculators](#)). To provide additional context, this amount of CO₂e also represents the emissions produced by nine individuals living in the UK for a full year, according to data from *How Bad Are Bananas?* by Mike Berners-Lee. For aviation comparisons, this total aligns with the impact of 43 round-trip economy flights from London to JFK, based on calculations from Atmosfair.

EXPLAINING THE DATA

In 2023, our emissions breakdown shows 25% of our emissions falling under Scope 1 (29.19 tCO₂e) and the remaining 75% under Scope 3 (87.39 tCO₂e), while Scope 2 emissions were at zero. Notably, our decision to switch to a renewable electricity tariff meant a complete elimination of Scope 2 emissions, which could have otherwise amounted to 13.8 tCO₂e. Within Scope 3, commuting accounted for 55% of our emissions, highlighting an opportunity for team engagement and increased communication to our Co-Owners about the low-carbon initiatives Wise offers. Diesel usage made up 18%, gas usage on site contributed 7%, and emissions from upstream van transportation represented 6%. This targeted data has allowed us to refine our sustainability strategy, focusing on high-impact areas like commuting, while benefiting from our renewable energy initiatives to achieve lasting carbon reductions.

ELECTRICITY REPORTING

When reporting on purchased electricity, there are two approaches: market-based and location-based. The market-based method calculates emissions from electricity that companies have either intentionally selected or from the options they have been limited to. Emissions are determined by the electricity emissions associated with contractual agreements based on the company's electricity providers. This method is important to recognise when the provider exclusively uses 100% renewable energy sources, which Wise does. The location-based method employs the average emissions intensity of a country to determine emissions and doesn't account for Renewable Energy Certificates or Guarantees of Origin (REGOs) supplied by energy providers. The average grid carbon intensity factor for the reporting year is used. This is an important method to use as it acknowledges the actual electricity reaching Wise and that businesses play a role in advocating for the decarbonisation of the national grid as a whole.

2023 CARBON AUDIT

2022 VS 2023

In 2023, we achieved a 3% reduction in combined Scope 1 and Scope 2 emissions, bringing them down to 29.19 tCO₂e from 30.02 tCO₂e in 2022. This reduction is particularly notable given our growth from 50 employees in 2022 to 60 in 2023. Despite this progress, our per-employee emissions rose by 7.6%, reaching 2.01 tCO₂e per person. Our total emissions saw a 25% increase, primarily driven by commuting related emissions and the associated well-to-tank emissions. Additionally, site gas usage rose significantly, with a 147% increase, highlighting an area for further efficiency improvements.

OPPORTUNITIES AND POSITIVES

This year marked substantial progress in several areas of our sustainability efforts. Vehicle fuel usage showed a noteworthy decline, with diesel use down by 17% and LPG consumption dropping by an impressive 70%. These reductions demonstrate the positive impact of our efforts to optimise fuel use in our operations. We implemented a comprehensive system whereby we meticulously analyse the truck size needed for each event, and combine equipment into one larger truck where applicable, meaning less vehicles on the road to and from Wise. Increased emissions are common during a second audit, as companies refine data collection and improve recording accuracy—a trend reflected in our own results. Our data quality improved significantly, evidenced by a reduced uncertainty margin of 6%, down from 10% last year. Additionally, 74% of our data was marked at least ‘above average,’ compared to 54% the previous year. Lastly, our target areas of commuting and diesel use in company vehicles, remain the highest contributors, which confirms that our strategic focus is on the most impactful areas for future carbon reductions. This stability allows us to concentrate our efforts on high-priority initiatives for long-term sustainability gains.

CHALLENGES

Reducing emissions from commuting remains a complex challenge, with commuting still a significant source of our Scope 3 emissions. While around 51% of employees currently use public transport—a slight drop from 56% last year—the remaining 49% who largely commute by car present a key area for improvement. We have implemented an EV salary sacrifice scheme, offering employees an accessible pathway to electric vehicle use; and already offer the ‘Cycle to Work’ scheme for all employees. We are also exploring the installation of on-site charging points to further support EV adoption. We are committed to working with our employees, to support them in making low carbon decisions; re-enforced by our Green Team, which was revamped in 2023, and provides an opportunity to discuss reduction measures departmentally.

Analysis Continued

2023 CARBON AUDIT

HVO AND OTHER FUELS

To address emissions from vehicle use, we are actively exploring alternative fuels, such as Hydrotreated Vegetable Oil (HVO), and other low-carbon options to replace traditional fossil fuels in our fleet. HVO offers the potential to significantly cut carbon emissions compared to conventional diesel, and we are assessing its feasibility as part of our short-term sustainability strategy.

We are also collaborating with our suppliers to reduce reliance on fossil-fuelled vehicles for upstream deliveries. By engaging directly with delivery partners, we aim to transition a larger portion of our logistics operations to electric or hybrid vans. This shift not only aligns with our commitment to reducing Scope 3 emissions but also supports our goal of fostering sustainable practices across our supply chain. These efforts lay the groundwork for a more resilient, low-carbon delivery network as we continue to partner on impactful changes.

TIER 3 EVENT EMISSIONS ANALYSIS

Our calculations reveal that an average Tier 3 event generates approximately 3.8 tCO₂e, with materials accounting for the largest share at 70%, followed by travel at 27%, energy from flambeaus at 2%, and the remaining 1% from disposal and on-site energy at Wise. Comparatively, the lowest-emission Tier 3 event registered 0.4 tCO₂e—equivalent to the average Tier 2 event.

Across event tiers, carbon intensity increases significantly with scale. An average Tier 2 event has a 50% larger carbon impact than a Tier 1 event, while a Tier 3 event is almost 10 times more carbon intensive. This trend highlights the necessity of continued conversations early on in event planning, particularly in sourcing materials and minimising travel-related emissions for larger productions.



Carbon Neutrality

CARBON OFFSETTING

Wise is a carbon neutral company, dedicated to offsetting our carbon annually. In 2023, we offset 117 tonnes of carbon dioxide produced operationally by supporting Jingyuan County's 100 MW Solar Power Generation Project.



Carbon
Neutral
Organisation



Our People

WE ARE WISE

Our people have always been the life and soul of Wise, and the key to our years of success! We pride ourselves on our commitment to our Co-Owners and our unique company culture which celebrates our differences and nurtures our individual skills and passions.

THE GREEN TEAM

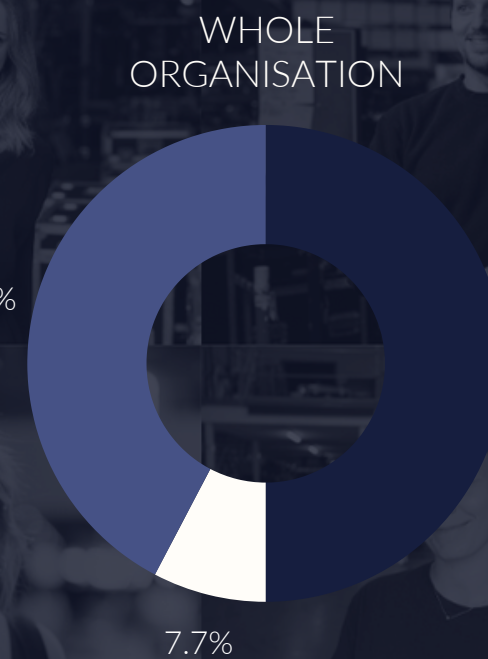
Our 'Green Team' is made up of environmental champions in each department of the business. The team is supported by senior leadership figures in implementing departmental and company-wide changes. The Green Team welcome suggestions from all Co-Owners and work to turn grassroots ideas into actionable realities!

EQUITY, DIVERSITY & INCLUSION (EDI)

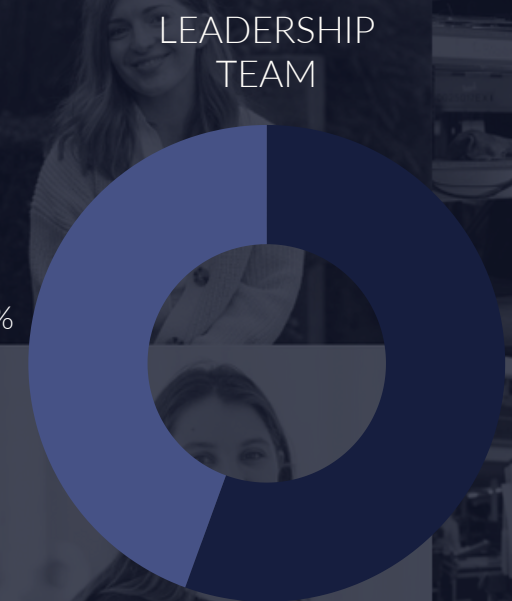
We are dedicated to creating an inclusive workplace where equal opportunities are provided to all existing and prospective employees irrespective of gender, age, race, disability, religion, belief, sexual orientation and marital status. To achieve this, we adhere to our Equality & Diversity Policy, which governs our recruitment process and employment conditions and is regularly updated to align with evolving legislation. We promote a welcoming and inclusive work environment, requiring all staff to complete annual diversity training. Our Inclusivity Team is dedicated to fostering a culture of continuous improvement and delivers various initiatives throughout the year to ensure our workplace is truly inclusive.

2023 GENDER BREAKDOWN

Female Male Other



WHOLE ORGANISATION



LEADERSHIP TEAM

OUR COMMUNITY

INTERNAL CULTURE

At Wise, we consider our unparalleled company culture a unique selling point in our industry. What sets us apart is our unwavering commitment to teamwork, where every Co-Owner's voice is not only heard but genuinely valued. We believe that the best ideas and solutions emerge from the collective insights of our diverse team. This culture of collaboration encourages innovation, nurtures creativity, and sparks a dynamic synergy that is felt both on an internal level and by our external clients and partners. Our culture thrives on communication, shared goals, and a genuine passion for what we do!

SOCIAL IMPACT

We take pride in our ongoing support for the local community, engaging in various philanthropic activities year-round. In 2023, we:

- Donated to 'Crisis' on behalf of our venue partners.
- Donated to our local food bank over the festive period.
- Donated period products to Freedom4Girls.
- Delivered a 'Lead with Love' campaign to mark Pride month, donating funds raised to AKT, Sparkle and George House Trust.
- Donated to WWF, Mind, Sea Shepherd and Cancer Research on behalf of our Co-Owners on each of their birthdays.

APPRENTICESHIP SCHEMES

Since 1992, Wise has been committed to nurturing talent through apprenticeships. In 2023, we continued to support our valued apprentices across our core technical disciplines: Audio, Lighting, Video, and Staging & Furniture. Apprenticeships offer numerous benefits, including tailored training, a wider talent pool, improved retention and increased productivity. For our apprentices, they gain practical experience, enhance employability, and contribute to the growth of the events industry.



The benefits to supporting a meaningful in-house apprentice are manifold - the classic win-win-win. Apprenticeship schemes are an asset to the apprentice, their company, and the whole events sector.

David Wise, Founder & Chairman

David sits on the Board of Events Apprenticeship CIC, a not-for-profit organisation with the aim of encouraging diversity and inclusion as well as best practices across the UK events industry.

PATHWAY TO NET ZERO

RESEARCH & DEVELOPMENT

Redoubling our commitment towards sustainable innovation, engaging an appetite for curiosity, and sharing our stories of both failure and success. Investing in research: particularly greener materials for scenic production and the removal of all diesel vehicles from our fleet by the end of **2027**.

SUPPLY CHAIN REVIEW

Engaging in sustainability dialogues with our supply chain across business operations and events. Actively review supply chain by carrying out supplier questionnaires to support Scope 3 data collection and, from the results, prioritising relationships with companies that demonstrate progressive green credentials.

ACCOUNTABILITY

Measuring success based on statistical progress year on year, allocating internal ownership and increasing Green Team support. Empowering our Green Team and amplifying sustainable wins across all our departments to encourage progress year on year.

CARBON REDUCTION

We have been carbon neutral since 2022. On our pathway to achieving a net zero status by 2030 we are focusing on our strategy to reduce emissions across all scopes annually. To address the largest portion of our operational footprint, we will introduce a Work from Home Policy by the end of August **2025**. We will aim to achieve net zero in Scopes 1 and 2, and a 50% reduction in Scope 3 emissions by **2030**. By **2050**, we will have reduced Scope 3 emissions to as close to net zero as possible.

PREMISES MOVE

Prioritising sustainable features for our new premises and during our premises move in **2025**, such as renewable energy generation.

MATERIALS LIBRARY

Focusing on re-using and reducing our virgin materials. Continuing to work with suppliers to procure materials with lower environmental impact. Remove all single plastic from our manufacturing process by **2030**.

PATHWAY TO NET ZERO

INTERNAL VALUES

In line with our transition to EO, undertaking a review of our core values to ensure that 'people, planet and prosperity' are intrinsically weaved into everything we do.

SOCIAL VALUE

As a formally accredited London Living Wage employer, we will continue to focus and invest in wellbeing and EDI initiatives to leverage our EO platform for the benefit of our Co-Owners and external stakeholders.

GREEN CREDENTIALS

Align our events with ISO standards to ensure we are following Plan, Do, Check, Act for all events, no matter the scale.

SUSTAINABILITY LED BENEFITS

Continued encouragement of our hybrid working practices, alongside increased promotion of our 'Cycle to Work' and 'Electric Vehicle Salary Sacrifice.' Empowering Co-Owners to make sustainable choices.

WASTE

Prioritising product life cycle solutions, an increased commitment to the use of recyclable materials, and a reduction plan for our post-event waste.

CARBON INVESTMENT

Donating to carbon offset schemes making meaningful positive impact in developing countries. Continuing to invest in resources, processes and systems which will aid the decarbonisation of our business.

The logo for Wise Productions features a stylized 'W' composed of three white diagonal bars on the left, followed by the word 'WISE' in a large, bold, white serif font, and the word 'PRODUCTIONS' in a smaller, white, all-caps sans-serif font below it.

WISE PRODUCTIONS



Proudly
employee
owned.

Contact us about our 2023 Impact Report:
www.wiseproductions.co.uk
comms@wiseproductions.co.uk
020 8991 6922
