

Wise Productions Ltd.

Impact Report



January 2022 - December 2022

2021

Introduction

A word from the Managing Director

On behalf of all the Co-Owners of Wise Productions, I am delighted to be presenting our first sustainability impact report.

Since our transition to employee-ownership in 2022, our colleagues have redoubled their commitment to transforming Wise into a more sustainable business, embracing the objectives outlined in this report with enthusiasm and vigour. Our aim is to set a new standard in our sector, leveraging the energy and determination of our employee-ownership model to drive meaningful change and promote the possibilities of sustainable event production.

We will also harness the power of data to hold ourselves accountable to the targets we have set. Research conducted by the [European Commission](#) found that almost half of the claims published by companies on their environmental credentials were exaggerated, false, or misleading. We pledge to uphold complete transparency when measuring our progress and evaluating our performance against our stated objectives, and I am excited to share future updates along with robust evidence that demonstrates the progress we are making.

This commitment to transparency will also extend to the sharing of knowledge and best practices within our sector. Wise has always valued curiosity and experimentation, and I firmly believe that overcoming the enormous challenges we face as a society will inevitably require us all to experiment, fail fast, and share what we learn along the way.

I look forward to sharing stories of our successes (and I expect some failures!) in the months and years ahead, as we endeavour to play our part in helping our community secure a more sustainable future.



GEORGE FODEN
Managing Director

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 events industry revelled in the latest technology, leading to heightened consumption throughout. There was little consideration for the after-effects of the experiences we produced which was often led by industry trends for opulence and standout productions. 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 deafeningly aware of the impact that creating once in a lifetime experiences had on our planet. Healthy pressures from clients and venues encouraged us to review our own green credentials and the sustainability dialogue 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 impacted 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 48 partner venues, an illustrious client list and a dedicated team of 50+ workforce. Our responsibility to our planet has unlocked growth and success in ways we could only have dreamt of.



people
planet
prosperity

Employee-Ownership

On the 15th December 2022, Wise Productions became London's first employee-owned (EO) event supplier, a transition which perfectly reflects our collaborative company culture, our committed and proactive workforce, and our dedication to environmental and social sustainability. A synergetic approach to business has been pivotal to Wise's 33 years of success, so transitioning to EO felt like the perfect reflection of our industry reputation and existing values.

During our transition to EO, we established a Board of Trustees who hold the Board of Directors accountable to our Co-Owners. The Board of Trustees act in the best interests of our EO Trust and is comprised of two staff-elected Trustees, two Directors from the Board, and an external Independent Trustee who provides further support.

OUR CO-OWNERS

Every employee of Wise is now 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 service offered to clients and venues.

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 new EO status is 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.



My favourite part of being a Co-Owner is the sense of community, encouraging us to work together towards shared goals. EO has given everyone a stake in business successes, a voice in operations, and transparent insights into financial performance. This has resulted in a unique level of engagement not typically found in non-EO companies. The prospect of profit-sharing serves as a powerful incentive for Co-Owners to take ownership of their work and enhance their performance too!

YASMIN GHOSH-ROY, PEOPLE & STRATEGY MANAGER & EO TRUSTEE



Employee ownership is not only transforming Wise internally into a more cohesive and passionate team, but is also delivering exceptional benefits to our clients, partnership venues, and fellow industry suppliers. Our new unique infrastructure infuses every aspect of our work with a spirit of dedication and innovation, enabling us to consistently deliver upon our promises and produce unparalleled experiences for our clients.

HANNAH FERGUSON, CLIENT DIRECTOR & EO TRUSTEE



INCREASED
PROFITABILITY

EMPLOYEE VOICE

every Co-Owner has the power to
influence positive change



refined focus on
EMPLOYMENT
STANDARDS &
COMPANY CULTURE



positive impact in
local community

increased
staff
retention



a company that better
reflects our Co-Owners
PASSIONS & DESIRES



a stronger commitment to
SUSTAINABILITY &
THE ENVIRONMENT

£30
BILLION

is contributed to the
UK economy each
year by EO companies

Environmental Impact

CLIMATE CHANGE ACT 2008

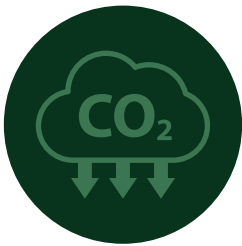
As agreed by the UK Government under the [Climate Change Act 2008](#), every UK business must be net-zero by 2050. The Mayor of London has outlined a more ambitious target of [net-zero by 2030](#).

LONDON NET ZERO BY 2030

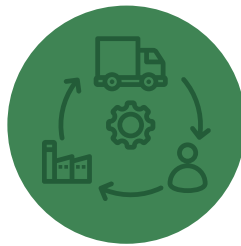
As a London-based company, Wise are aligning our targets with the net-zero by 2030 mission in an effort to accelerate the change that is needed to ensure we remain in a 1.5C world, a goal set out in [The 2015 Paris Agreement](#). We understand that being proactive in our decarbonisation as a business 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 agree to the following:



before the end of 2023, we will publish our pathway to net zero



we will collaborate with all stakeholders to drive change across our value chain



we will measure and track our scope 1, 2 and 3 GHG emissions



we will report on our progress at least every two years



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

In 2021, we started 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, with none of our operational waste being sent to landfill! This year also marks the beginning of our partnership with Creative Zero and the start of our carbon auditing journey.



2022 Carbon Audit

WISE x CREATIVE ZERO

Wise have partnered with Creative Zero to decarbonise our business. 2022 marks the beginning of our carbon auditing journey, which we will continue to complete annually. In collaboration with our Co-Owners and Creative Zero, we measured and offset the carbon we produced operationally in 2022. To accurately calculate our carbon footprint, we measured both direct and indirect greenhouse gas (GHG) emissions across Scopes 1, 2 and 3.

GHG SCOPES

Greenhouse gas emissions are categorised into 3 scopes which are used to evaluate the carbon emissions that a company produces both through its internal operations and across its value chain.

SCOPE 1 EMISSIONS

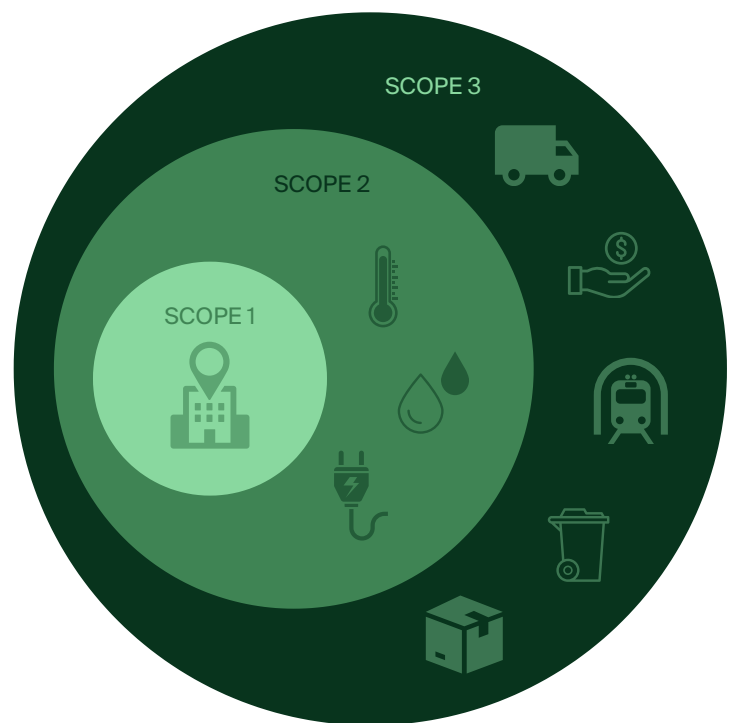
Scope 1 emissions refer to direct emissions that result from sources owned or controlled by a company, for example, fuel purchasing, air-conditioning, and gas usage.

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.

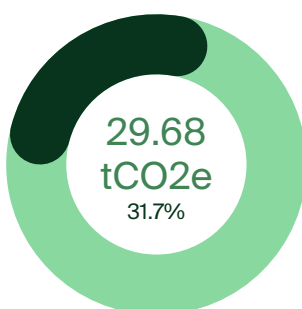
SCOPE 3 EMISSIONS

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.



OUR 2022 RESULTS

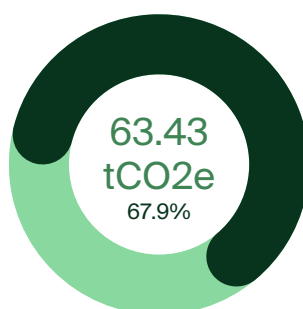
SCOPE 1



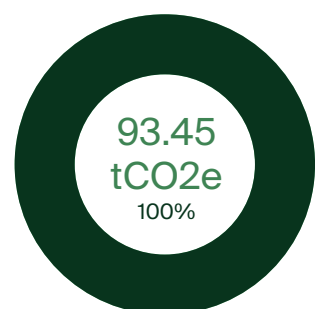
SCOPE 2



SCOPE 3



TOTAL





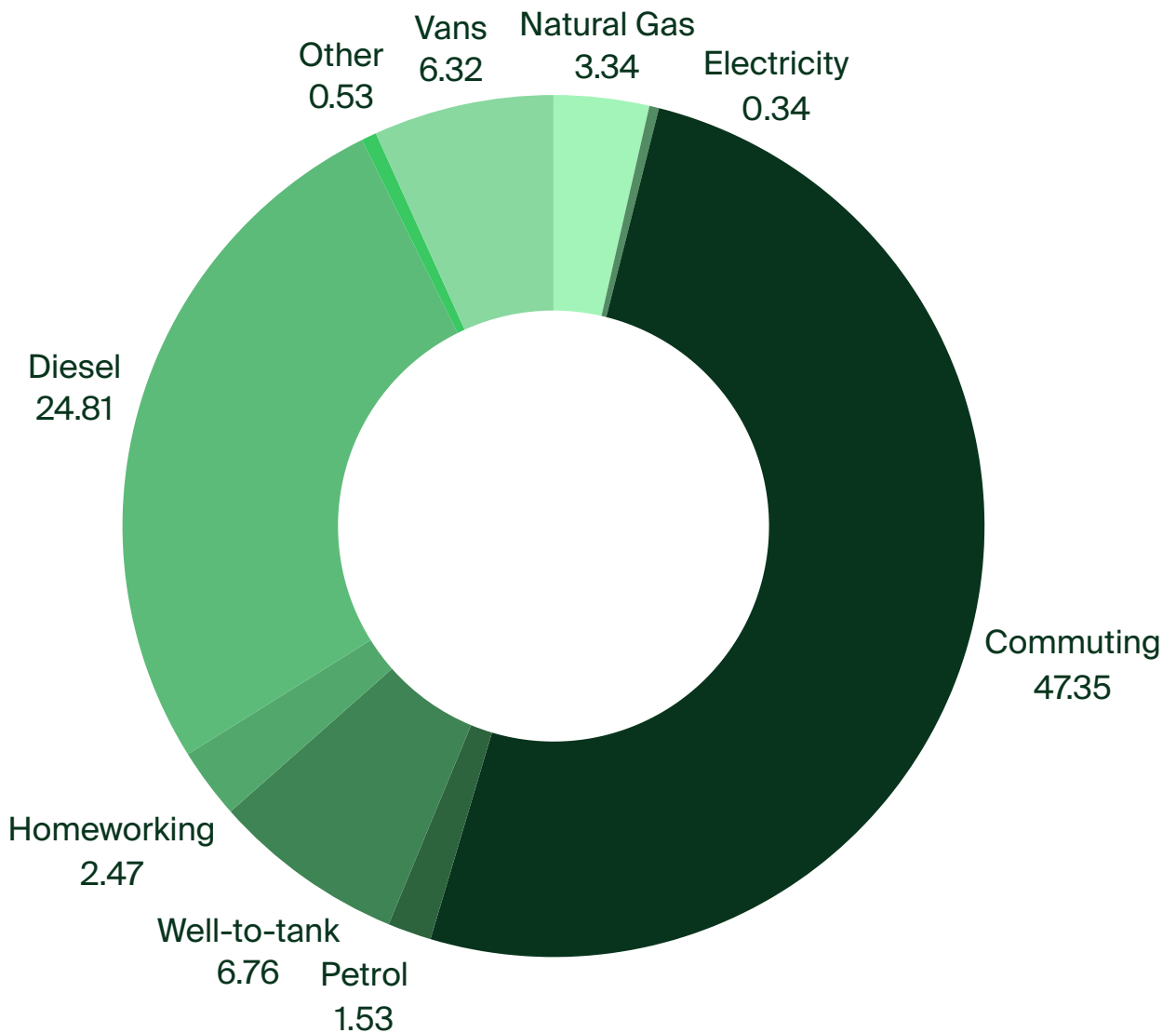
93.45tCO₂e is equivalent to...

26 return economy class flights from London to Hong Kong

or driving a car around the earth 40 times

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 93.45tCO₂e that Wise generated in 2022 is segmented below. All measurements are recorded in tCO₂e or 'tonnes of carbon dioxide equivalent' which is the collective term given to GHGs. From our findings, we learned that our largest emissions are generated by employee commuting (accounting for 50.7% of our total emissions), followed by site diesel from fuel purchases (26.5%) and 'Well to Tank' emissions as a result of transporting fuel (7.2%).



A MORE SUSTAINABLE FUTURE

Our 'Pathway to a More Sustainable Future' is outlined at the end of this document, detailing proposed reduction tactics for minimising our carbon footprint going forward.

1. 'Other' includes paper, water, transmission and distribution, waste and wastewater, business travel (incl. rail, taxi, motorbikes, grey fleet and bus).



Carbon Neutral Organisation

As of the 21st September 2023, Wise are officially a carbon neutral company, having offset the carbon emissions we produced through our operational activities in 2022.

Wise offset **94** tonnes of carbon dioxide by supporting a [Global Portfolio of Verified Carbon Reduction Projects](#) via Carbon Footprint™.



Our Events

Although Wise is now a carbon neutral company, having offset our operational carbon emissions, we want to go further. In our quest to embrace sustainability at every level of the business, we are embedding sustainable practices into the delivery of our events too.

CARBON CALCULATING OUR EVENTS

Running over 270 events each year necessitates the creation and transportation of a significant volume of resources. We have measured the environmental impact of the events we produce based on our internal tier system, calculating the total carbon emissions from energy consumption, transportation, material usage, and waste generation.

THE RESULTS

Our findings indicate that smaller scale events have an average impact of 0.2tCO₂e, whilst larger events can generate 0.5tCO₂e. The largest event we measured generated 1.7tCO₂, the equivalent impact of driving a car from New York to Los Angeles and back!

REDUCTION TACTICS

We found that transportation and materials are the largest contributors to our event delivery emissions, and are concentrating our efforts on reducing our environmental impact in these areas.

TRANSPORT

We are currently reviewing 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). We will also enhance fuel efficiency through driver training.

MATERIALS

We are implementing a strategy to decrease the weight of our event builds by constructing bars from lighter, reusable materials. This innovation will allow us to transport more with fewer vans, thereby reducing our transport carbon footprint. We are also adopting a “design for disassembly” approach, investing in multiple bar pieces that can be assembled to create bespoke setups for events and which can be used again, reducing the demand for new materials.

CLIMATE AWARENESS

We have begun the ground work of developing a carbon calculator that will enable us to monitor the emissions for each delivered event. The goal is to calculate carbon as we put together our proposals, which will mean measuring the energy used through each piece of equipment as well as consumables and materials. We are committed to integrating sustainability into every pitch, proposal and tender, keeping climate awareness at the forefront of everything we do.



Our People

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!

EQUALITY, 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.

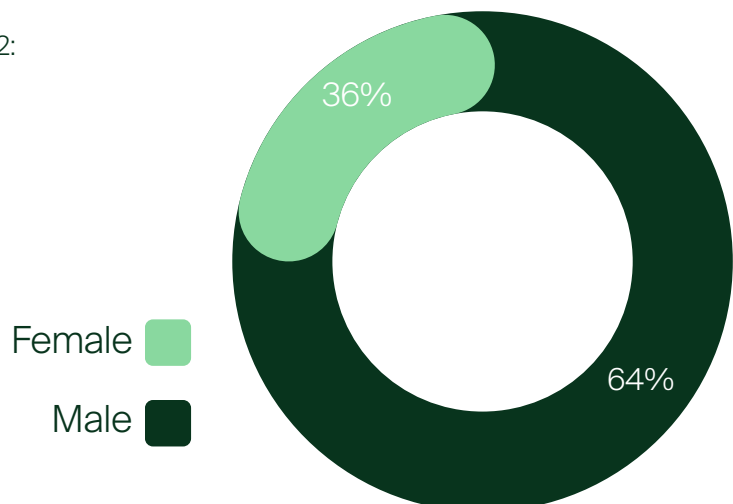
EDI INITIATIVES

In 2022, as part of our commitment to EDI, we implemented the following initiatives:

1. Established an inclusivity team to take proactive ownership of all EDI activities.
2. Facilitated an all-staff training workshop on EDI in collaboration with Inclusive Employers.
3. Invested in mental health first aid training for select Co-Owners.
4. Introduced customised training modules designed to address specific job roles while encompassing the following essential subjects: Bullying & Harassment; EDI; Mental Health Awareness; Stress Awareness.
5. Transitioned to an employee-owned company.
6. Enhanced our maternity, paternity and adoption leave policies.
7. Increased the number of female staff in leadership positions.
8. Implemented internal communication processes enabling all Co-Owner voices to be heard and acknowledged.

EDI STATISTICS

Our company gender breakdown at the end of 2022:



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!

LOCAL COMMUNITY PROJECTS

We take pride in our ongoing support for the local community, engaging in various philanthropic activities year round. In 2022, we donated to our local food bank (Trussel Trust), made charitable donations to B1G1 on behalf of our partner venues, and donated materials from event builds to local schools. We encourage all Co-Owners to participate in our annual fundraisers for causes like Mental Health Awareness Week and Save the Children.

APPRENTICESHIP SCHEMES

We employed our first apprentice in 1992, and have maintained a steadfast commitment to such programmes ever since. In 2022, we welcomed two new apprentices, each delving into our four technical disciplines: Audio, Lighting, Video and Set & Scenic.

For Wise, apprenticeships provide several advantages, including the flexibility to customise training to align with our business values and needs, broadening the candidate pool, bolstering staff retention, increasing productivity, and accessing government funding to support apprenticeship training.

From the perspective of our apprentices, these programs offer the opportunity to learn and acquire practical hands-on experience and gain a feel for their chosen industry. As a result, their employability and additional career prospects improve significantly.

Apprenticeship schemes contribute to the growth and enhancement of the whole events sector. They enable our sector to draw and maintain exceptional talent, cultivate a more diverse workforce, demonstrate a steadfast commitment to vocational training and development, all while encouraging heightened communication and collaboration within the field.



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, 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.

Our Pathway to a More Sustainable Future

Our 'Pathway to a More Sustainable Future' outlines the key commitments of our Co-Owners towards sustainability, social responsibility, charitable efforts, innovation and education.

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 feasibility of replacing our diesel with HVO (Hydrotreated Vegetable Oil).



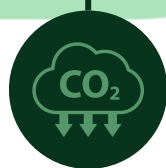
Supply Chain Review

Engaging in sustainability dialogues with our supply chain across business operations and events. 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.



Carbon Reduction

On our pathway to achieving carbon neutral status by 2030 we strive towards reducing our operational carbon emissions in Scopes 1, 2 and 3 each year.



Education

Continued investment in our internal education, growing our apprenticeship scheme, reducing fuel consumption through driver fuel efficiency training and seeking wider industry intelligence.

Internal Values

Inline with our transition to EO, engaging all Co-Owners in a review of our company values, ensuring that 'positive impact' is intrinsically weaved into the finished product.



Carbon Investment

Working with Carbon Footprint to offset our carbon into meaningful community impact projects where we can see tangible improvements. Continuing to invest in resources, processes and systems which will aid the decarbonisation of our business.



Green Credentials

Beginning our journey towards ISO and/or BCorp accreditation.



Waste

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



Sustainability Led Benefits

Continued development of our hybrid working practices, alongside increased promotion of our 'Cycle to Work' and 'Electric Vehicle Salary Sacrifice.' Further developing sustainability led benefits for Co-Owners.



Social Value

Become officially accredited as a London Living Wage employer, increasing investment in wellbeing and EDI initiatives and maximising our EO platform to benefit our Co-Owners, clients and community.



TREATING THE PLANET WISELY

Please use the following contact details for any queries about our 2022 Impact Report:
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