



EnviroEvents (ReThink) Limited

2023 Sustainability Report

April 2024

TABLE OF CONTENTS

01	ABOUT ENVIROEVENTS HK	1-4
02	ABOUT THIS REPORT	5-6
03	MESSAGE FROM OUR FOUNDER & CEO	7-8
04	EXECUTIVE SUMMARY	9-10
05	SUSTAINABILITY APPROACH	11-12
06	STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT	12-13
07	ENVIRONMENTAL STEWARDSHIP	14
	Energy Efficiency	15-16
	Material Usage and Waste	17-19
	Catering	20
	Accommodation	21
	Travel	21-22
	Logistics	22
	ReThink HK Greenhouse Gas Emissions Snapshot	23-26
08	SUPPLY CHAIN MANAGEMENT	27-30
09	CARING FOR OUR EMPLOYEES	31-34
10	INVESTING IN OUR COMMUNITY	35-44
11	APPENDIX A: ENVIRONMENTAL PERFORMANCE DATA	47-50
	ReThink HK (Event Emissions)	51-54
	EnviroEvents HK (Office Emissions)	53-54
12	APPENDIX B: SOCIAL PERFORMANCE DATA	55-58
13	APPENDIX C: GRI CONTENT INDEX	59-61
14	APPENDIX D: MAIN CONTRACTOR SAMPLE DATA COLLECTION SHEET	62
15	APPENDIX E: LIST OF TREE SPECIES PLANTED IN TWO HABITAT RESTORATION SESSIONS	63

ABOUT ENVIROEVENTS HK

EnviroEvents (ReThink) Limited (hereafter referred to as the “Company” or “EnviroEvents HK”) is a team of passionate, sustainability-driven individuals whose goals are to drive sustainable development in Hong Kong. We strive to integrate key stakeholder concerns into the planning and preparation of our annual flagship ReThink HK event. ReThink HK is generously supported by the ReThink HK Advisory Committee, which provides key insights into how we can best address the needs of the Hong Kong events industry ecosystem.

We organise sustainability events that offer deep insight and understanding across locally and globally recognised topics and present the challenges and opportunities surrounding the acceleration of sustainable development in Hong Kong and the Greater Bay Area (“GBA”) context. Since 2020, EnviroEvents HK has hosted our annual B2B event named “**ReThink HK**”. In 2024, we will launch the first edition of our B2C event: “**ReThink Lifestyle**”. We strive to become Hong Kong’s most sustainable event organiser.

In addition to our annual flagship event, we support various initiatives and events throughout the year, including our work via the **ReThink Foundation**, our Student Ambassador and Volunteer Programmes, and numerous community and team building events that raise sustainability awareness in Hong Kong.

Having been awarded the ESCAP Sustainable Business Network (“ESBN”) Asia-Pacific Green Deal Green Badge in 2023, we are motivated to support ESNB in advocating for business leadership through the implementation of the 2030 Agenda for Sustainable Development, and continue to align our core operational strategies with environmental, social, and governance (“ESG”) principles.



In addition, we were awarded HKECIA Industry Awards for Excellence - Outstanding Award for Pandemic Resilience in 2023. This category acknowledges members who have found innovative ways to adapt to the changing environment caused by the pandemic and continue to hold successful exhibitions and conventions.

ABOUT RETHINK HK

ReThink HK is EnviroEvents HKs' flagship annual event. It serves as a platform for organisations to align sustainable business practices at every stage of their value chain and showcase innovative solutions to accelerate the sustainability transformation.

2 parts

Conferences and Solutions Showcase Expo

7 themed theatres and stages

With 2 days of Keynote speeches

200+ companies

Set up booth showcases

The event comprises of two parts - conferences and Solutions Showcase expo. For the conferences, there are two days of keynote speeches, case studies, panels, workshops, and interactive sessions that address the rapidly changing landscape of environmental and social sustainability. For the exhibitions, more than 200 companies set up booths to showcase their latest products and solutions. The event further aims to unpack how organisations can integrate sustainable business practices and offer advice and solutions to sustainability challenges ahead for organisations of all scales.



ReThink HK unites ecosystem-wide stakeholders and communities to promote shared contributions for the development of a climate-smart and equitable city for all. Delegate fees fund a series of diverse impact project supported by The ReThink Foundation.



ABOUT THE RETHINK-TANK

ReThink-Tank is an advisory group where advisors offer strategic guidance to ReThink HK, thus enabling us to effectively meet the requirements of the Hong Kong business ecosystem. Each year, we invite influential sustainability leaders across various sectors to join ReThink-Tank. Specifically, ReThink-Tank advisors analyse present and future trends in sustainability, determine conference topics and formats, suggest potential speakers, and identify cutting-edge technologies or suppliers for the Showcase Expo. An annual advisory meeting is held to gather opinions from ReThink-Tank members; their insights are considered when determining the theme and conference programme structure of the upcoming edition of ReThink HK.

For the 2023 to 2024 cycle of the ReThink-Tank, we were proud to welcome 13 advisors from academia, conglomerate, consumer products, consulting, business association, energy and utility, finance and investments, hospitality and tourism, property and real estate, as well as the waste and recycling sectors.

OUR VISION, MISSION, AND CORE VALUES



Vision

- Act as a catalyst for sustainable development and accelerate Hong Kong's net zero progress.
- Create a wider sustainability community by gathering like-minded advocates and professionals.
- Drive changes in the current ecosystem and make collaboration happen.



Mission

- Become a leading event organiser that promotes sustainability practices.
- Inspire and empower Hong Kong residents to adopt sustainable practices.
- Bring together sustainability practitioners from all industries and come up with a solution to solve the wicked sustainability problem.
- Promote sustainable development as the "Only Way Forward".



Core Values

- Lead by example: Our event is run with the mindset of reducing carbon emissions. We will check the sustainable material report submitted by exhibitors and eliminate single-used plastic at the event.
- Giving back to the community: Delegate fees are contributed to the projects sponsored by the ReThink Foundation.
- Impact-driven: We will perform a due diligence investigation and make sure the exhibitors are offering a real sustainable solution.
- Education and Awareness: We set up a Volunteer Programme and Student Ambassador Programme. Also, there is continued Learning & Development for colleagues to catch the latest sustainability trends.

ABOUT THIS REPORT

Our first Sustainability Report (the “Report”) comprehensively discloses our environmental, social, and governance strategy. In line with ReThink HK’s commitment to drive sustainable development in Hong Kong, this Report aims to not only stimulate debate across a wide group of stakeholders within the industry, but also communicate the Company’s progress, challenges, and goals for the future.

The Report has been written with the following objectives in mind:

- Demonstrate our commitment to sustainability, especially as one of the signatories of the Net Zero Carbon Event (“NZCE”) Initiative.
- Engage our stakeholders and the wider Hong Kong and GBA community.
- Share our successes by motivating other organisers, event venues, and contractors to adopt sustainability best practices, and promote collaboration within the event industry for sustainability.
- Evaluate our current performance with the aim of benchmarking and establishing goals to reduce carbon emissions in the future.
- Share our commitment to positively impact society.

Reporting Framework

Our 2023 Sustainability Report was prepared with reference to the Global Reporting Initiative (“GRI”) 2021 Standards. GRI Standards ensure transparency in this Report and enable consistent and credible reporting. The selection of GRI standards allows us to report our most significant impacts on the economy, the environment, and the people, highlighting our management of these impacts.

NZCE Initiative

We are a proud signatory of the NZCE Pledge, a joint commitment across the events and meetings industry to achieve the targets laid out in the Paris Climate Accords. The Report follows the recommendations set out in guidance from the “Roadmap to Net Zero for the Events Industry”, published by the NZCE.

Within the NZCE pledge, there are four main goals outlined; encompassing target setting, collaboration, measuring and reporting. As a signatory of the pledge, EnviroEvents HK’s Net Zero target are in align with it. We are pleased to share that we have met the expectations set in the pledge, and for certain areas, we are over-achieving, demonstrating our commitment to excellence. Our performance can be summarised in the table on the next page.

netzerocarbonevents.org

NET ZERO CARBON EVENTS

SIGNATORY OF THE PLEDGE

NZCE Targets

EnviroEvents HK’s current status



IN PROGRESS

Before the end of 2024, publish the organisation’s pathway to achieve net zero by 2050 at the latest, with an interim target in line with the Paris Agreement’s requirement to reduce global GHG emissions by 50% by 2030

We have fully offset our event’s carbon emission in 2023 and in our previous editions through establishing partnerships with carbon offset partners. For ReThink HK 2023, we partnered with Kadoorie Farm and Botanic Garden (“KFBG”), aiming to offset the carbon emissions by early-2025. In the future, we will align with the forthcoming regulations and guidelines developed by NZCE to continue to report on our event’s environmental performance.



ACHIEVED

Collaborate with partners, suppliers and customers to drive change across the value chain

We have developed a stakeholder engagement survey to invite our internal and external stakeholders to examine the market landscape. We have also circulated the Sustainability Guideline to introduce a set of compliance requirements for exhibitors, and included a “Sustainability Request” section in our tendering document, which carried a 35% weighting for vendor assessment, to encourage the use of best practices in minimising waste and energy.



IN PROGRESS

Measure and track our Scope 1, 2 and 3 GHG emissions according to industry best practice

We have a comprehensive measurement of our Scope 1, 2 and 3 emissions and the calculation details are summarised in Appendix A. As we progress, we will comply with the guidelines issued by NZCE once they are fully developed. Additionally, we will track our annual emission figures to better understand our progress towards achieving a significant reduction of avoidable emissions.



OVERACHIEVED

Report on our progress at least every two years

Last year, we issued our first Impact Report which detailed our sustainability performance within the first three editions of ReThink HK. Starting from this reporting year (2023), we will publish a Sustainability Report annually, communicating our Company’s progress, challenges, and goals for the future.

Reporting Boundary and Period

The reporting period for our 2023 Sustainability Report covers the period from 1 January 2023 to 31 December 2023. The scope of the annual Sustainability Report includes emissions from operations for ReThink HK 2023, our main office located in Hong Kong, and the various initiatives supported by the Company throughout the reporting period.

The reporting boundary includes event catering, staff and speaker accommodation, attendee travel to the event, venue and office energy consumption, and overall waste (from both the event and office work). Water consumption is excluded from the reporting boundary as there are no separate meters available at both the Hong Kong office and the event venue’s washrooms or drinking fountains.

Acknowledgement



We would like to thank 2041 Hong Kong for their invaluable support and expertise in disclosing and showcasing our sustainability performance of our company and events.

Contact Us

We welcome your thoughts and feedback on our Report. For any inquiries or comments, feel free to contact us using the channels below.

Telephone: +852 2886 1511
Email: hello@rethink-event.com

MESSAGE FROM FOUNDER & CEO

Last year we published our inaugural Impact Report which outlined the results we have achieved across the first three editions of ReThink HK. Moving forward, we would like to communicate with our stakeholders more transparently, leading to the idea of this Sustainability Report, which not only outlines our event's performance, but also our company's determination to uphold the principles of sustainable development.

ReThink HK 2023 was the first event in which all pandemic-related restrictions were lifted, and we were absolutely delighted to witness the city resuming its vibrancy gradually. Despite bad weather conditions on the opening event day, we attracted more than 6,200 total attendees, together they represent 1,673 organisations that are focusing on sustainability. Apart from it, we hosted 30 prestigious speakers across the globe,

and have seen tremendous growth in the attendance of non-local attendees. Collectively, they brought more regional and global perspectives to the event.

From the inception of our company, our mission has been to create events that inspire, educate, and drive positive changes. Events have the power to bring people together, and our mission is to turn ReThink HK into a catalyst for sustainable development, not only for the attendees that joined the event, but also for the wider event industry, by setting up high-level benchmarks in sustainability practices. The newly added Roundtable Workshop is a perfect occasion for industry leaders and practitioners to exchange ideas, nurturing the development of prime solutions. Moving forward, we will continue to explore new directions to enhance our delegates' experiences in joining the event.

We have experienced a fruitful 2023 because of all your support. The sustainability community in Hong Kong is always kind, ambitious and willing to share. Sustainability is always a wicked problem, but at the same time, a cooperative game in which we can all work together to create a long-term viability with responsible and fair practices. Our team will continue to deliver events that leave a positive and lasting impact, let's shape a future where the concept of sustainability is embedded in everyone's lives.

Chris Brown
Founder & CEO



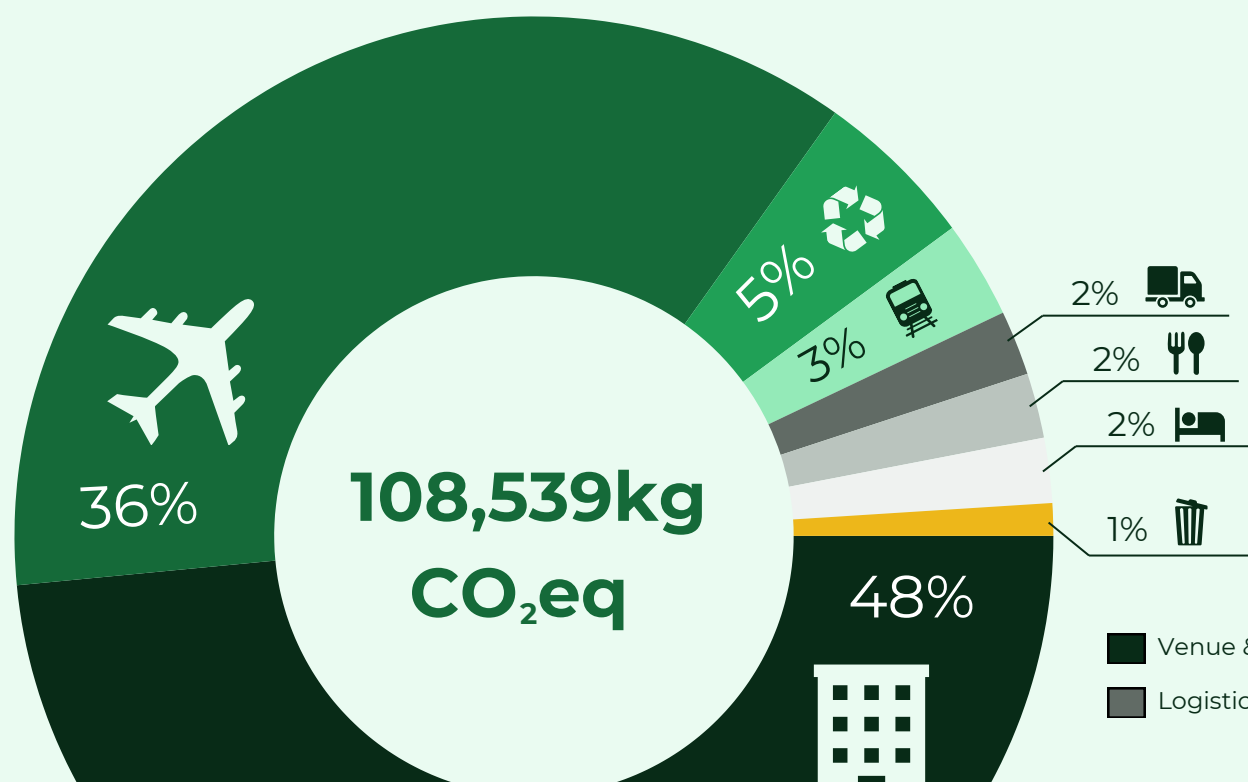
EXECUTIVE SUMMARY

EXECUTIVE SUMMARY

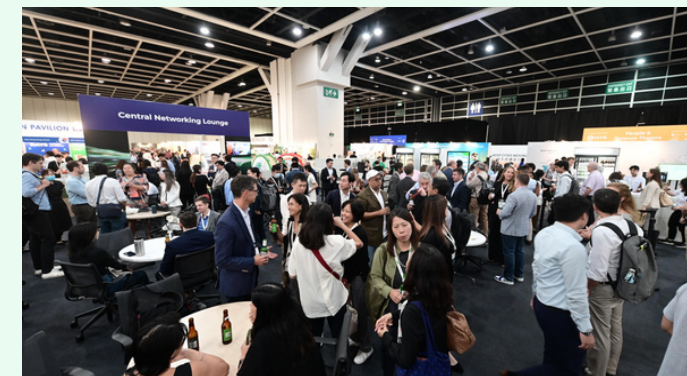
As a leading sustainable events organiser, we have made significant strides in integrating sustainability within our flagship ReThink HK event. Throughout the years, ReThink HK has grown in popularity, steadily attracting an increasing number of attendees. In 2023, we proudly recorded 6,264 total attendance, with 4,583 of them being unique individuals. This marked a substantial increase from ReThink HK 2022, where we recorded 4,720 total attendance, with 3,342 unique individuals. We are delighted to witness this growth, as it reflects the rising demand for sustainability-focused events and our continuous efforts to improve the attendee experience.

As we continue to support a significant number of sustainability professionals, we want to ensure that we lead by example and accelerate change within our communities. As a testament to this commitment, we have become a proud signatory of the Net Zero Carbon Events (NZCE) Pledge. By aligning with the NZCE guidelines and their Net Zero Roadmap for the Events Industry, we are keen to play an active role in mobilising the events industry to combat climate change and reduce our own carbon footprint.

Before setting a net zero target year, we want to ensure that our data collection foundation is robust enough to ensure a reliable baseline against which to compare our efforts. Hence, we have expanded the scope and depth of our data collection efforts within this sustainability report, encompassing multiple channels of waste streams, international travel, and logistics data. This enhanced data-driven approach enables us to gain valuable insights, identify areas for improvement, and make strategic decisions to minimise our environmental impacts in the years to come. A snapshot of our emissions for the year and data collection efforts is reflected in the graph below.



■ Venue & Building
■ International Travel
■ Recycled Waste
■ Local Travel
■ Logistics
■ Catering
■ Accommodation
■ Landfilled Waste



ReThink HK 2023

6,264

Total Attendance Recorded

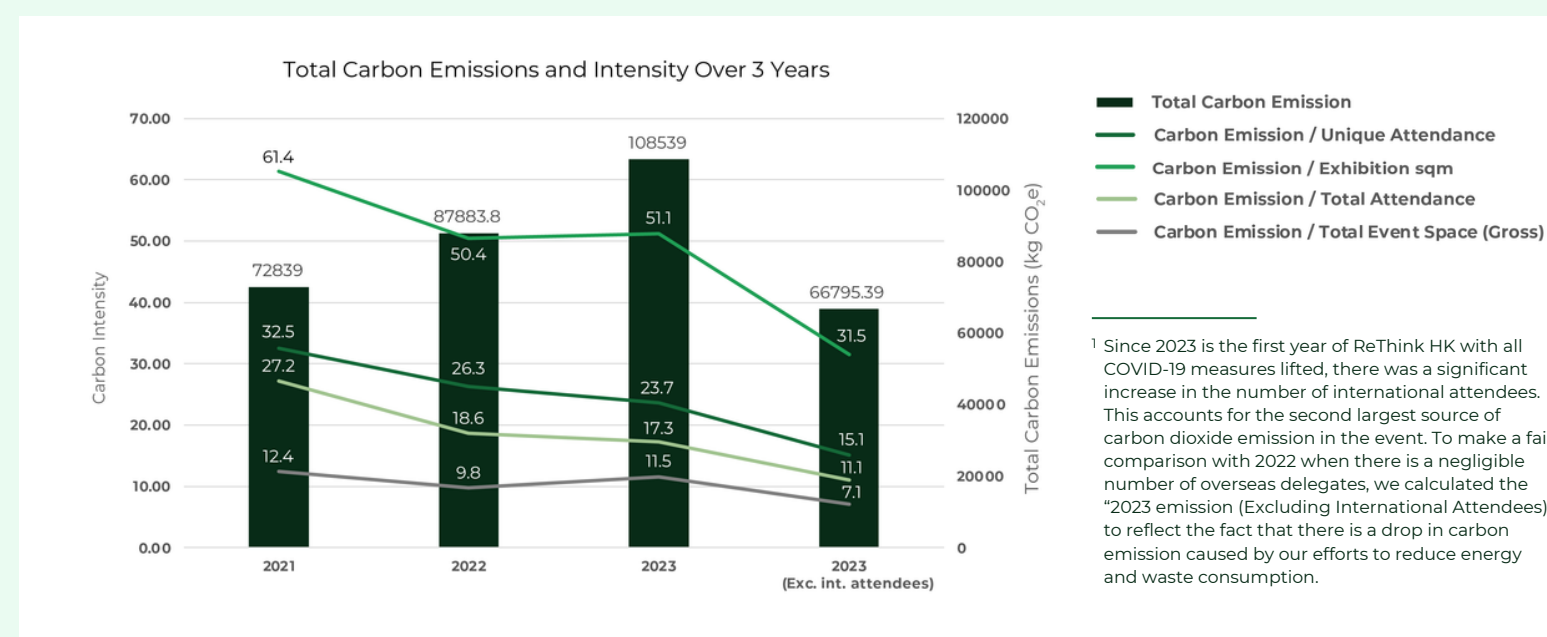
125

Well-rounded Sessions

473

Prestigious Speakers

Beyond our own operations, we actively foster collaboration with suppliers, industry stakeholders, and event attendees to promote sustainability throughout our value chain. As we embark on our sustainability journey, we remain committed to continuous improvement. We regularly review our initiatives and measure our progress to ensure that we are making a meaningful and lasting impact. As a result, we recorded a steady reduction¹ in our carbon emission intensity over the past 3 years, despite the continuous expansion of our data collection scope.



SUSTAINABILITY APPROACH

Sustainability Strategy

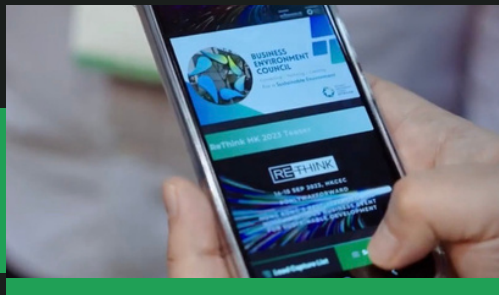
At EnviroEvents HK, we recognise the pressing need to prioritise sustainability in our operations and to contribute to a more environmentally conscious and socially responsible future. In line with our purpose of accelerating change, our sustainability strategy encompasses a comprehensive 5-step approach outlined below.

01 Assessing the Current State

To kickstart our sustainability journey, we undertook an in-depth assessment of existing sustainability practices. This evaluation allowed us to gain a comprehensive understanding of our strengths, weaknesses, and areas for improvement. Furthermore, we conducted an extensive analysis of the sustainability landscape within our industry, identifying key trends, challenges, and opportunities.

02 Engaging with Suppliers and Vendors

Collaboration is vital in our pursuit of sustainable solutions. Looking at our upstream and downstream operations, we are actively engaging with suppliers and vendors to explore and implement sustainable practices throughout the supply chain. Through close collaboration, we aim to identify innovative ways to reduce our environmental impact, promote responsible material sourcing, and improve waste management.



03 Establishing Goals and Timelines

Setting measurable goals and attainable timelines are crucial to track our progress and ensure that we meet our sustainability commitments.

04 Taking Action

We are committed to implementing sustainable practices across various aspects of our operations through reducing energy consumption and enhancing waste management practices. Additionally, we encourage employee engagement and participation in sustainability efforts, and fostering a culture of responsibility and collective action.



05 Reviewing and Evaluating

As sustainability is an ongoing journey, continuous improvement is essential. To ensure the effectiveness of our sustainability efforts, we have implemented a robust monitoring and evaluation system. Through periodic reviews, we identify areas for improvement and make necessary adjustments to enhance our performance. These efforts culminate in our annual sustainability reports, where we report on our progress.

STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT

EnviroEvents HK recognises the significance of gaining insights into the concerns and expectations of key stakeholders to appropriately address gaps in our sustainability initiatives, performance, and strategy. By actively involving both internal and external stakeholders and examining the market landscape, EnviroEvents HK identified, assessed, and prioritised ESG topics that are material to our operations.

Over the reporting period, we appointed an independent third-party to engage various stakeholder groups in our materiality assessment process to gain a deep understanding of their concerns and expectations. The result of our annual materiality assessment was then reviewed and approved by our Founder & CEO, as well as our Event Director.

In 2023, five stakeholder groups were identified as seen in the figure below.



Industry Association / Expert /
Chamber of Commerce



Supplier / Vendor / Venue Provider



Employee / Staff Member



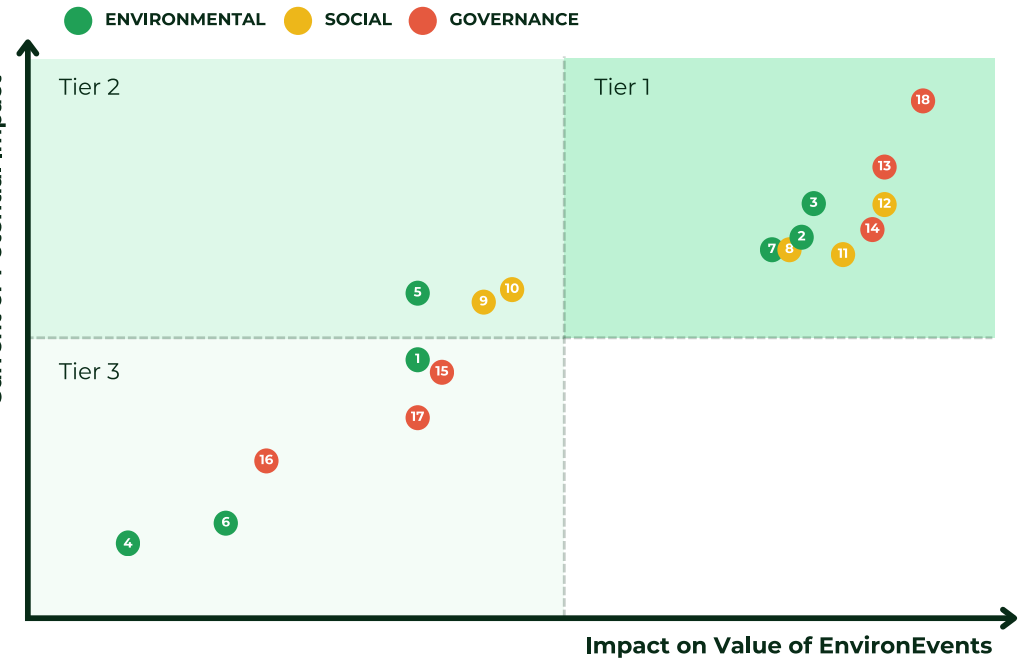
Exhibitor / Sponsor



Partner

In conducting our materiality assessment, we adopted a dual-materiality and weighted stakeholder approach. The approach evaluates ESG-related topics based on their current or potential impacts on the external environment, society, economy, and our enterprise value. The results of our materiality assessment yielded nine Tier 1 material topics, which are visualised in the materiality matrix below. Our response to each of the material topics can be found in the corresponding sections of this Report.

Materiality Matrix



Tier 1

- 2 Efficient Use of Materials
- 3 Waste Management
- 7 Travel
- 8 Employee Wellbeing
- 11 Employee Training and Education
- 12 Community Engagement / Investment
- 13 Green Procurement and Sustainable Suppliers
- 14 Supply Chain Assessment
- 18 Sustainability Strategy

Tier 2

- 5 Climate Change and Resilience
- 9 Diversity and Inclusion
- 10 Workplace Safety and Health

Tier 3

- 1 Energy Management, Efficiency, and Renewable Energy
- 4 Water Stress and Management
- 6 Urban Biodiversity
- 15 Compliance with Regulations
- 16 Privacy and Cybersecurity
- 17 Business Ethics and Integrity

ENVIRONMENTAL STEWARDSHIP

ENVIRONMENTAL STEWARDSHIP

As a purpose-driven company, we demonstrate environmental stewardship by adopting environmentally friendly practices across our operations, monitoring our impacts, and striving for continuous improvements.

We regularly review and revise our sustainability guidelines to ensure that they reflect the latest best practices across the industry. Our holistic approach towards furthering our sustainability initiatives is guided by our sustainability strategy and by the recommendations set out by NZCE's Net Zero Roadmap for the Events Industry.

This section of the Report will cover energy consumption, materials usage, waste management (including venue and food waste), accommodation and travel-related emissions, logistics, and overall greenhouse gas emissions from our operations.

Energy Efficiency

55,666 kg CO₂eq

Energy Related Emissions

We selected the Hong Kong Convention and Exhibition Centre ("HKCEC") as the venue for ReThink HK 2023. Our primary objective is to integrate sustainability into the event management process. We further aim to establish a new benchmark for large-scale conference & expo-format events in Hong Kong.

To achieve this goal, we have taken several measures to ensure environmental responsibility and minimise adverse impacts. A series of measures were also implemented to reduce venue electricity consumption. All electrical equipment procured for or used at ReThink HK – including lighting and self-provided electrical appliances – must meet the Engineering and Mechanical Services Department's ("EMS") Grade 1 Energy Efficiency standards. We also strongly encouraged exhibitors and sponsors to use LED lighting.

Our continuous efforts to reduce electricity consumption resulted in a 17.48% reduction in electricity consumption at ReThink HK 2023 compared to ReThink HK 2022. Going forward, we pledge to adopt best practices in event sustainability and will continue to achieve net-zero emissions at our events in the future.

Report Boundary

Energy

- Energy purchased by our suppliers from the grid during or for the event, and purchased heating and cooling to support the operations of the event.
- *Energy purchased by our main office.

Catering

- Production of food and drinks served at the event.

Logistics

- Transport of event materials such as aluminium, audio visual ("AV") equipment, carpets, furniture, glass, lanyards, and honeycomb paper.

Materials and Waste

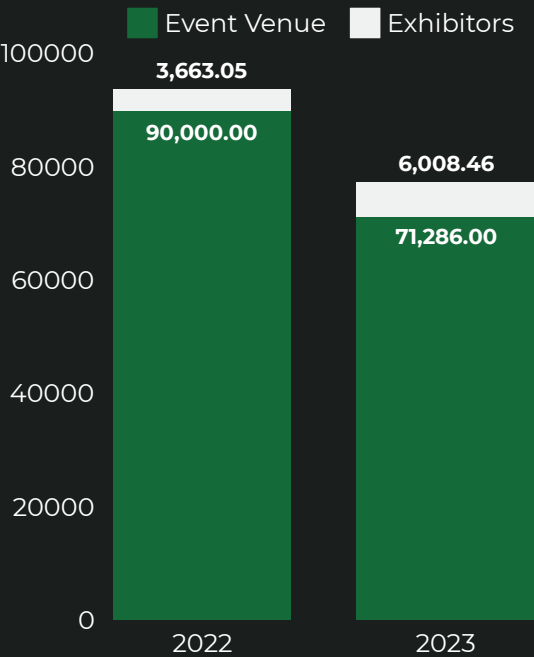
- General waste, show floor waste, and food waste, with data provided by our suppliers and event partners.
- *Waste generated by our office and categorised by our recycling partner.

Accommodation and Travel

- Staff and speaker accommodation in Hong Kong.
- Staff, attendee, exhibitor and speaker travel to the event venue.

*Office Boundary

ReThink HK Electricity Consumption (kWh)



Notable Improvements

16,369 kWh or 17.48% electricity consumption reduction from 2022 to 2023

Difference of 11,131 kg CO₂eq due to electricity reduction efforts

EnviroEvents HK Office

During the reporting period, our office consumed 4,567 kWh of electricity, equivalent to 3,106 kg CO₂eq.

To reduce the carbon footprint of our office, we developed a set of Sustainable Office Guidelines to promote environmentally friendly practices. These guidelines cover general tips to save energy, reduce paper consumption, and reduce waste among our employees.

Furthermore, the Sustainable Office Guidelines call for regular maintenance of equipment to ensure effective functioning (e.g., air conditioning systems) and encourage the use of natural ventilation to reduce reliance on air conditioning. The guidelines also include best practices for computer brightness, refresh rates, power modes, and accessory usage to limit energy use. Combined, these initiatives firmly embed sustainable practices into our office operations.

Materials and Waste

7,410 kg CO₂eq

**Landfilled and Recycled
Waste Related Emissions**

In line with our Sustainable Event Guidelines, which encourage the adoption of environmental considerations at large-scale events in Hong Kong, we divert waste from landfills and promote proper recycling as part of our event waste management practices.

We align with this commitment by ensuring the majority of our purchased materials and goods are reusable or recyclable, and through actively assessing our operations to identify areas for waste reduction. As an example, we have significantly reduced our carpet usage from 2,000 kg in 2022, to 881 kg in 2023.



Carpet Usage

2022: 2,000 kg → 2023: 881 kg

Our Sustainable Event Guidelines introduce a set of compliance requirements for exhibitors. These guidelines include prohibitions on the distribution of printed leaflets, brochures, and other promotional materials. As part of the Guidelines, exhibitors were required to use reusable, sustainably sourced, and ethically manufactured wrapping in giveaway materials. Our suppliers are also required to adhere to our requirements for sustainability. These standards include the responsible sourcing of materials, the adoption of robust recycling practices, and effective waste management. At ReThink HK 2023, we recorded the volume of purchased materials and subsequent material handling (i.e., whether they were reused, recycled, or landfilled) with the cooperation of our suppliers and event partners.



**Badge and Lanyard Recycling Box
at ReThink HK 2023**

Notably, we fully recycled 3,150 kg of carton and cardboard and 881 kg of carpeting. Besides promoting the recycling of materials, we are committed to complying with circular economy principles by reusing event equipment, including audiovisual machinery, furniture, aluminium for booth set up and theatre construction, and lanyards². At ReThink HK 2023, we distributed bamboo lanyards, of which 600 were returned to our team for future usage. The large number of returned lanyards may be attributed to our team's efforts in setting up a more engaging and eye-catching lanyard and badge recycling box. Similar to last year, our event app facilitated paperless communication among event participants.

² Items that are reused, including aluminium, LED screens, audiovisual equipment, chairs and tables, lanyards, iPads, and WiFi routers have not been accounted for within the 2023 waste emissions inventory due to a lack of data availability and to preserve the overall data quality of the inventory.



Recycling Bins are Set Up to Replace Waste Bins

During the event itself, we removed waste bins to reinforce the use of designated recycling stations across the venue. Hence, we encouraged attendees to consider recycling and minimise daily waste generation. Event-related purchased goods and waste data collected from recycling stations were then used to quantify materials and waste-related emissions for ReThink HK 2023.



Better Stands Initiative

ReThink HK is a proud member of the Better Stands Initiative. In conjunction with 11 other global exhibition organisers, ReThink HK joined a pilot programme on the use of reusable stands at events.

From our inception, ReThink HK has set out to pioneer sustainable practices in exhibitions in Hong Kong. The Better Stands pilot provides a framework to encourage and recognise raw space exhibitors on efforts to build attractive, safe and sustainable booths. Exhibitors that meet certain criterion can achieve Bronze, Silver or Gold Better Stand status. Overall, our participation in the Better Stands Initiative supports our waste-minimisation efforts and reduces the overall carbon footprint of event operations.



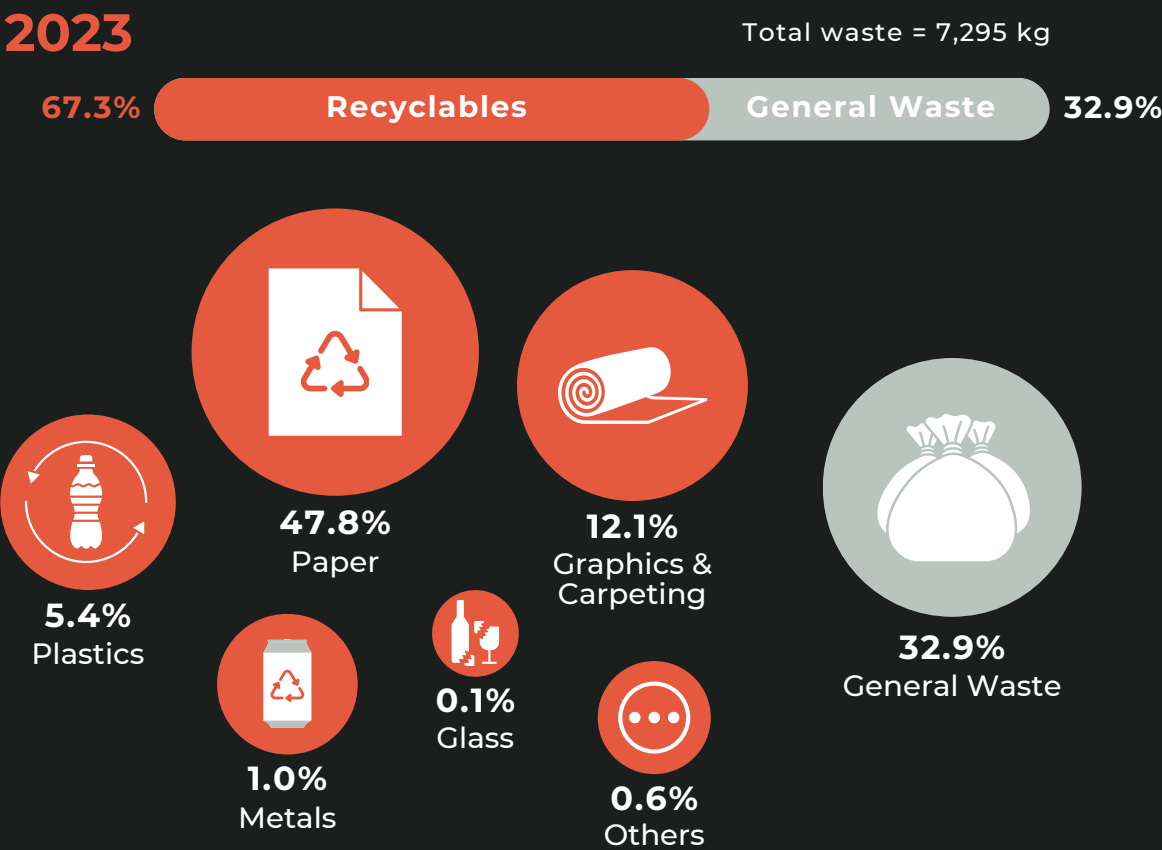
EnviroEvents HK Office

We have taken stringent measures to reduce single-use waste in our office. For example, we have implemented a reusable water bottle policy, as well as a ban on single-use coffee cups. Instead, we encourage the use of reusable alternatives. For items without a viable reusable alternative, we have developed a comprehensive manual to sort waste within the office. Waste is then recycled or disposed of accordingly in collaboration with our waste management partner.

Our Green Procurement Policy – which is part of our Sustainable Office Guidelines – considers both life-cycle and financial costs of procured materials.

The policy further promotes the selection of locally sourced, minimally-packaged, and eco-friendly goods. We continue to engage our main suppliers to abide by our sustainability principles, and to appropriately prioritise the refurbishment or repair of existing goods or equipment.

Office and ReThink HK Event Waste Breakdown by Mass (kg) and Percentage (%)



Catering

Catering Related Emissions

2,069 kg CO₂eq

At ReThink HK 2023, we offered volunteers and exhibitors lunch boxes, we also set up a water refill station for all attendees. To minimise waste, single-use plastic bottles were not permitted at our event venue.

Instead, we provided our speakers with reusable water bottles and encouraged attendees to bring their own refillable water bottles.



Water Refill Station for All Attendees

Prioritising sustainable catering options and food choices is of utmost importance to us in event management.

We engaged our catering partner to provide data on the amount of food procured, cooked, prepared, and served at ReThink HK 2023.

We then sub-divided the food prepared into three categories: meats, vegetables, and others. This data enabled us to better track catering emissions.

Our reported catering-related emissions are based on figures from our catering supplier on the procured raw food. Meanwhile, unserved food (i.e., “food waste”) was accounted for under our waste emissions.³

We calculated averages for publicly available emission factors spanning different food categories to calculate our overall catering emissions.

3 Categories of Food Waste Data
Food Prepared - Food Cooked = Food Waste



³ Due to the small amount of food waste recorded at ReThink HK 2023, our calculator considered the emissions associated with the wastage to be negligible.

Accommodation

1,800 kg CO₂eq

Accommodation
Related Emissions

ReThink HK 2023 had the highest proportion of international attendees of any ReThink HK event, and we project the number of international attendees to the event will continue to grow. Hence, we note that emissions related to hotel accommodations may become an increasingly large contributor to our overall event emissions.



This year, we expanded our data collection efforts on accommodation-related emissions to include hotel stays from both our staff members and speakers.

Every year, we arrange accommodation for our staff members to facilitate easy access to and from the event location. In the future, we aim to select hotels that share our low carbon commitment.

We will also engage our event stakeholders to choose accommodation options with a proven commitment to sustainability wherever possible.

Travel

42,601 kg CO₂eq

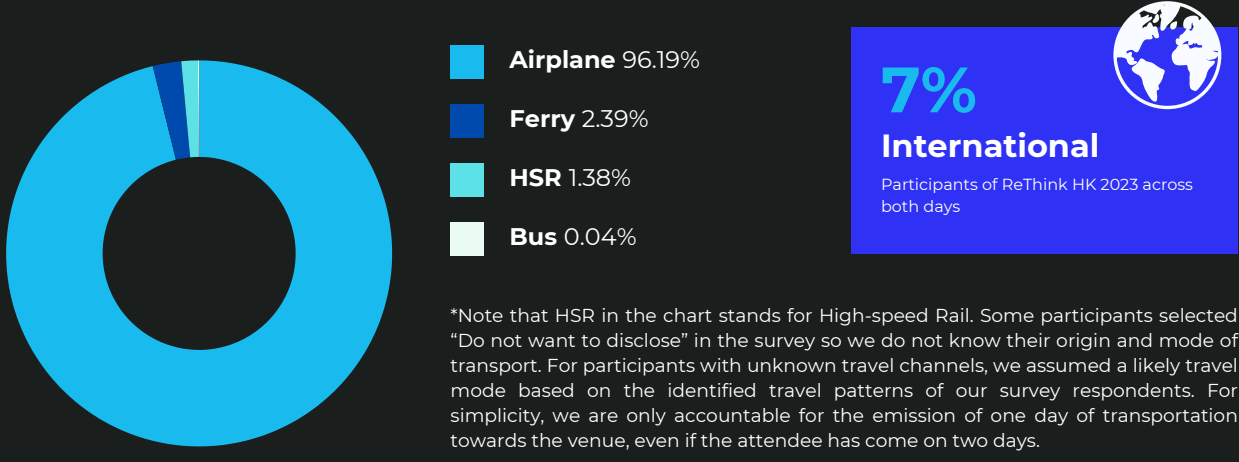
Travel
Related Emissions

Transportation-related emissions were a significant contributor to the overall carbon footprint of our events. In alignment with our commitment to the NZCE recommendations, we actively encouraged all attendees to opt for low-carbon transportation alternatives.

Local participants were specifically encouraged to utilise public transportation options such as railways, buses, and trams. Additionally, we urged participants residing in close proximity to the event venue to consider cycling or walking. For those who need to travel by air, we promoted the utilisation of airline carbon offset programmes to counterbalance the emissions generated by air travel

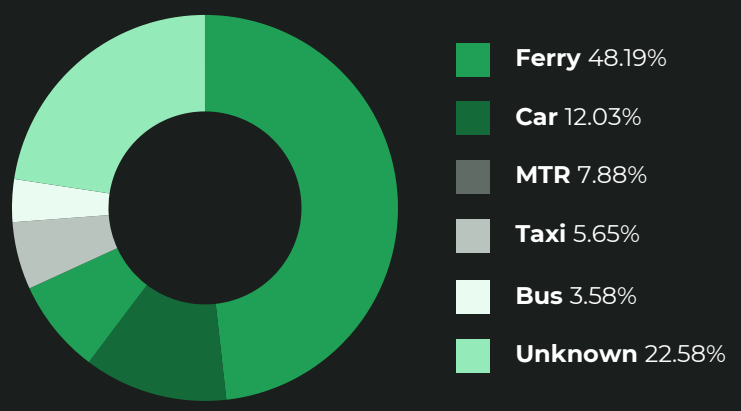
We have recorded 6,264 total attendance in ReThink HK 2023 across both days, with 93% and 7% being local and international participants respectively. Through collaboration and engagement with staff and event attendees (including exhibitors, speakers, sponsors, and delegates), we conducted a comprehensive survey to analyse participants' travelling patterns. The travel survey was a compulsory field in the registration form, which includes questions on the participants' origin and the mode of transportation chosen to reach the event venue.

Total International Travel Emissions: 39,564 kg CO₂



Our analysis of the survey results revealed that attendee travel is the second largest contributor to greenhouse gas ("GHG") emissions at ReThink HK 2023. As expected, international travel emissions amounted to 92.87% of total travel-related emissions, while local emissions made up the remaining 7.13%. Of total travel emissions, air travel was the largest contributor, comprising 89.34%, with local ferry travel being the second largest contributor at 3.44%.

Total Local Travel Emissions: 3,038 kg CO₂



Logistics

Logistics Related
Emissions

2,098 kg CO₂eq

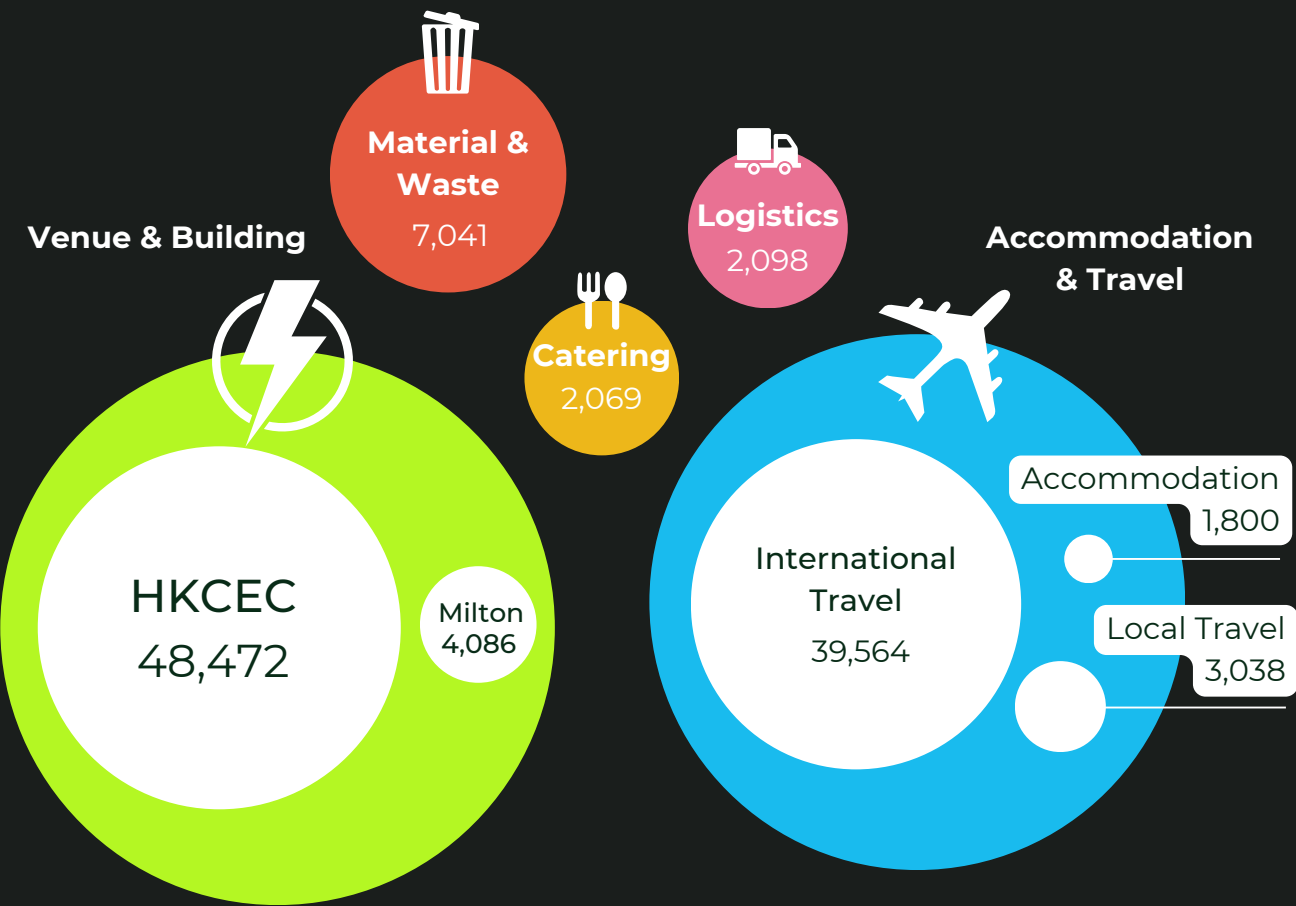
For ReThink HK 2023, we collected data on diesel fuel consumption used by our supplier to transport goods for our event. This consumption reflects our logistics-related emissions over the year.

Furthermore, we collected freight data to track the origin of our key procured items. Moving forward, we will continue to engage our suppliers and collect more robust information on the mode of which equipment was transported to the event site. With the availability of this data in the future, we aim to include logistics and freight-related emissions into the scope of our event-related emissions inventory in the future.

RETHINK HK GREENHOUSE GAS EMISSIONS SNAPSHOT

Based on the data on building energy consumption, catering, travel, accommodation, as well as landfilled and recycled waste, we recorded a total carbon footprint of 108,539 kg CO₂eq for ReThink HK 2023.

Overall, energy consumption for our venue and building was the largest source of emissions, comprising 44.66% of our overall event-related emissions. At 36.45%, international travel formed the second largest source of emissions. The remaining channels of emissions are summarised in the chart below.



As a sustainable event organiser, we aim to minimise the impacts of our events through engaging with our attendees and suppliers, and by offsetting our emissions.

As part of our ambitions to be fully carbon-neutral in event operations, ReThink HK is proud to collaborate with Kadoorie Farm & Botanic Garden (KFBG) to support and advance their Wood Recycling Programme and native forest restoration initiative.



40 Trees
Planted at
KFBG site for

ReThink HK
2023 Offset
Project

01 Wood Recycling Programme

The Wood Recycling Programme recycles wood debris generated from routine tree works via the use of a biochar machine, which converts bulky, rotten or diseased wood into biochar, a soil amendment that benefits the soil and enhances plant growth. This process also removes carbon from the atmosphere and locks it up in a stable form for centuries.

Biochar
Machine
in KFBG



For 2023’s offsetting, KFBG will run their biochar machine from September 2023 to February 2025. Each run will convert 5–6 tonnes of feedstock into approximately 1.5 tonnes of biochar, which is equivalent to approximately 3 tonnes of atmospheric carbon removed.

Within this 1.5-year cycle, around 120 tonnes of carbon can be sequestered. The whole project complies with “Methodology for Biochar Utilization in Soil and Non-soil Applications” published by Verra, who manages the world’s leading voluntary carbon markets program, the Verified Carbon Standard (VCS) Program.

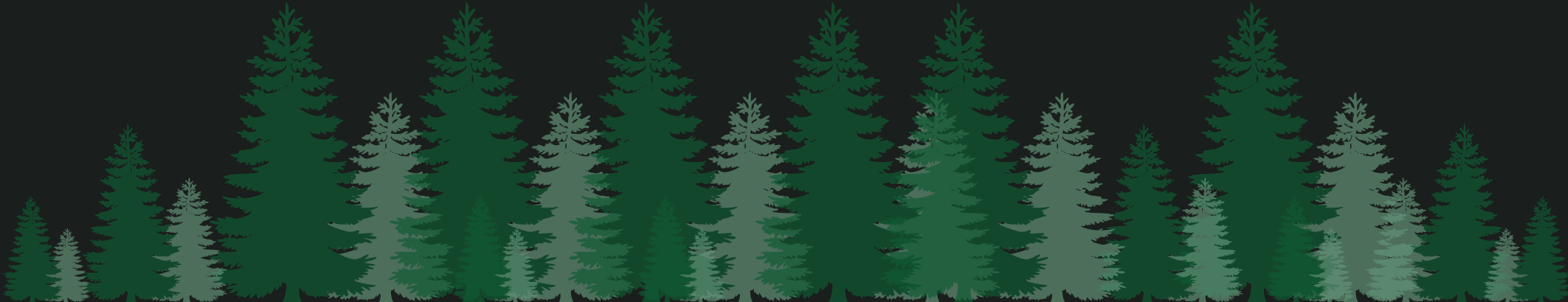
| 02 Tree Planting with KFBG & OneSeed

In addition to the biochar machine, KFBG has planted 40 trees that are native to Hong Kong to help offset carbon emissions from our events (see Appendix E for the full list of trees planted). Notably, no two trees belong to the same species. This is to maximise the biodiversity of the recovering forest and to restore functioning ecological connections among the many organisms that will gradually begin to inhabit it . By improving forest composition and structure in this way, the thriving new woodland at KFBG maximises ecological services in terms of pollination, food supply, habitat provision, carbon sequestration, nutrient cycling and water regulation.

In total, the tree planting and feedstock conversion process will offset a total of 120,000 kgCO₂e, which exceeds the 108,539 kgCO₂e emitted from our 2023 event. We purposefully offset a higher amount of carbon as we recognise the potential presence of hidden or miscalculated carbon emissions due to the lack of data or emission factors for some of the categories.

“Within this 1.5-year cycle, around 120 tonnes of carbon can be sequestered”

To further mitigate the impact of the event, we have partnered with OneSeed to plant a tree for each unique attendee to reduce the individual carbon footprints of the event participants. The trees are located in Tanzania and are indigenous to the region. Our work with OneSeed will counteract individual emissions associated with ReThink HK, but outside of the scope of our review of greenhouse gas inventory.



Sustainable Finance & Supply Chains Theatre

RETHINK
SUSTAINABLE BUSINESS
FORUM & SOLUTIONS EXPO

Innovation and Evolution in Sustainable Finance: From Climate Tech to Carbon Markets

Sustainable Finance & Supply Chains Theatre
14 September 2023

RETHINK-EVE
#OnlyWay

CO-ORGANISER

BUSINESS
ENVIRONMENT
COUNCIL
商務環境委員會

SUPPLY CHAIN MANAGEMENT

SUPPLY CHAIN MANAGEMENT

We aim to promote sustainability across our entire value chain by aligning our suppliers and vendors with EnviroEvents HK' commitment to sustainability, and encouraging the use of best practices.

Collaboration with our suppliers is a crucial aspect of our sustainability efforts. Hence, we worked to establish Environmental Key Performance Indicators ("KPIs") for suppliers to meet, which are tailored to each individual suppliers' resources and capabilities. This collaborative approach ensures that our suppliers are actively involved in driving sustainable practices throughout our supply chain.

Sustainable Supply Chain

Adhering to our sustainability requirements is a fundamental expectation we have for our suppliers. We place great emphasis on responsible material sourcing, sustainable catering, waste management, recycling practices, and fair working conditions. Through regular communication and monitoring, we ensure that our suppliers maintain high standards in these areas and ultimately contribute to our overall sustainability goals.

We worked particularly closely with our main contractor regarding venue energy, production and waste, and logistics, particularly during periods before, during, and after the event.

1

Pre-event Phase

Production

- Source environmentally friendly materials, such as eco carpets and honeycomb paper
- Promote the reuse of materials whenever possible, including furniture and construction aluminium

Logistics

- Source materials from nearby regions to minimise emissions from transportation
- Adopt sustainable logistics practices, such as choosing EVs whenever feasible, minimising unnecessary packaging or utilising eco-friendly packing options

2

At-event

Venue Energy

- Implement measures to reduce on-site electricity consumption, including sourcing more energy-efficient machines or appliances

3

Post-event

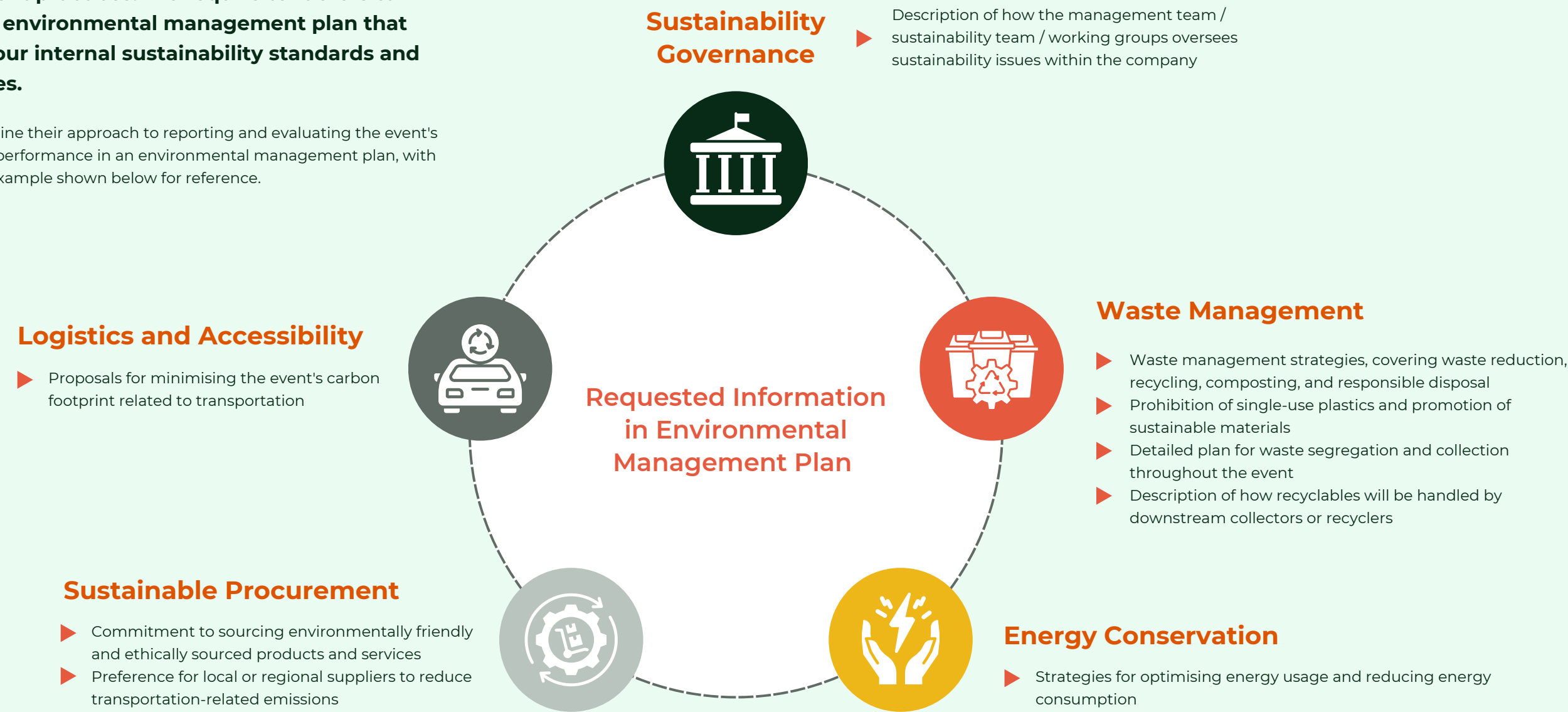
Waste

- Ensure proper handling of waste
- Implement proper handling of recyclable materials
- Describe the downstream collectors or recyclers responsible for managing recyclables

ENVIRONMENTAL MANAGEMENT PLAN

Our commitment to sustainability extends to our procurement practices. We require tenderers to submit an environmental management plan that will fulfill our internal sustainability standards and preferences.

Tenderers outline their approach to reporting and evaluating the event's sustainability performance in an environmental management plan, with a qualitative example shown below for reference.



Tender submissions are evaluated based on the quality and feasibility of an environmental management plan, alignment with our organisational goals, and an overall commitment to environmental responsibility.

Whenever possible, tenderers are requested to provide examples of previous events whereby sustainability practices were successfully implemented. Demonstrated experience and expertise in the sustainable event field are considered a significant advantage in our tender process.

Based on an agreed-upon management plan, we require successful bidders to evaluate their successes. Specifically, EnviroEvents HK requires that successful bidders provide metrics, data collection methods, and reporting formats to ensure transparency and accountability. To facilitate a standardised data collection approach, we provide tenderers with a Data Collection Sheet, which is shown in Appendix D.



Thank You to Our Volunteers!



CARING FOR OUR EMPLOYEES

CARING FOR OUR EMPLOYEES

Employee wellbeing is crucial to our work culture, and we continuously seek to build a supportive and inclusive work environment.

Health Insurance Policy | Paid Maternity and Paternity Leave

We provide a health insurance policy for all employees to ensure a healthy and productive team; we also offer paid maternity and paternity leave to all our employees as we understand the importance of a necessary time off for our team members to bond with their child. Through these initiatives in place, we aim to create a work environment where our staff feel supported and valued.

Flexible Working Environment

Agile working is at the heart of our shared success. We provide our employees with significant flexibility in both work hours and locations, which provides our staff with the ability to adjust work schedules around personal considerations and commitments. This approach empowers our employees to work remotely when needed, enables a conducive environment, and reduces commuting-related stress or pressure.

Diversity as a Key Pillar | Internship Opportunities for Youths

Diversity is another key pillar of working at EnviroEvents HK. Our team members come from a diverse range of backgrounds, which greatly enriches our work culture. The varied perspectives in our workplace promote a sense of belonging and respect, this further strengthens employee well-being. Furthermore, we actively attract like-minded youth talent via an internship programme, which is supported by universities and youth organisations. Our internships provide valuable learning opportunities for students and a launchpad for students interested in a career in the broad field of sustainability. We also seek to further bridge the existing gap in Hong Kong-based sustainability talent. More information on our employee profile can be found in Appendix B.

Learning and Development

A major theme of ReThink HK is to contribute to the development of next generation's sustainability talent. We aim to lead by example with our strong focus on upskilling our people.

Offering Support to Obtain Professional Certifications

We place a strong emphasis on our employees' professional development and offer support to those who wish to achieve internationally-recognised sustainability professional certifications such as the CESGA and CEP®. Furthermore, we ensure that our employees' professional growth needs are met by offering every employee with the opportunity to participate in at least one sustainability course annually.



Fostering Communications Channel

To ensure effective communication and support, we facilitate monthly meetings between employees and their line managers and our Chief of Staff.

These sessions create opportunities for open dialogue, allowing for discussions on feedback, goal setting, and professional development. Coherent with this ethos, 100% of our employees underwent career and professional development reviews in 2023. Our dedication to systematically evaluating and enhancing the skills and career trajectories of each team member underscores EnviroEvents HK’ commitment to fostering a culture of continuous learning and growth.

Furthermore, we regularly conduct employee engagement surveys to gather valuable feedback, identify areas for improvement and implement initiatives to enhance employee wellbeing. As highlighted in a recent Employee Engagement Survey, 78% of our employees feel trusted to carry out their responsibilities. Growth was a major theme for our people, with 67% of our staff being enthusiastic about the continuous growth of EnviroEvents HK.

Employee Engagement

We believe that team building is a cornerstone of fostering a positive and productive work environment within our company.

Hence, we have continued to craft engaging programming opportunities for our staff. Team-wide, we devoted 72 hours in the reporting year to volunteering, embodying our commitment to social responsibility and community engagement. As part of our community engagement, we actively supported HandsOn Hong Kong, a charity that mobilises aid for under-resourced charities and vulnerable local groups.



Our Volunteer Team is Participating in Beach Cleaning Activities

We also volunteered as a team at the KFBG, an organisation dedicated to raising awareness of ecological and sustainability issues. These activities created a shared experience beyond an office environment and allowed team members to appreciate each other's contributions in a more holistic manner. Our hands-on involvement in this initiative also reflected our dedication to making a direct and positive impact within the local community.

KFBG Tree Planting

Our collaboration with KFBG highlights our commitment to making a positive impact on the environment and contributing to sustainable practices for a greener future. Specifically, our partnership focused on tree planting and carbon offset initiatives, as well as species conservation and ecosystem restoration efforts in Hong Kong and South China. The 40 trees that we planted in November 2023 will be used for our event’s carbon offset programme. We are proud to play a small part in fostering environmental stewardship and promoting sustainable practices in our region.



78% of Employees Feel **Trusted**



67% of Employees Look Forward to Continued **Growth**



HandsOn Hong Kong & KFBG

Main organisations supported



72

Volunteering hours



Our Volunteer Team is Planting Trees at KFBG Site

Beach Cleaning

Our beach clean-up, in conjunction with HandsOn Hong Kong's Serve-a-thon, was a platform to united our stakeholders and foster team spirit. Beach clean-ups represent a unique opportunity for colleagues to step outside the confines of the office in a hands-on activity that benefits the planet and helps keep foreign items out of our oceans. We have also invited our valued partners and sponsors to join the beach cleaning activity with us. In total, 18 volunteers collected bags of marine refuse, particularly plastic fragments and other general waste weighing 52 kg from Shek O Back Beach, contributed 18 volunteer hours in total.

INVESTING IN OUR COMMUNITY

Our impact as a sustainable events organiser only goes so far as our collaboration and engagement with the local community. To support such efforts, we developed the ReThink Foundation, which shares our expertise with the broader sustainability sphere in Hong Kong and donates to meaningful causes aligned with our organisational values.

ReThink Foundation

ReThink Foundation is a natural extension of ReThink HK's mission to advance sustainable development in Hong Kong. The Foundation is committed to amplifying the impact of various collaborative social and environmental projects.

Specifically, through the Foundation, we provide funding and resources for social and environmental impact projects spearheaded by Chapter 88 organisations.

RETHINK
foundation

In 2023, all proceeds from delegate pass sales for ReThink HK were directed to fund impactful projects. Consequently, attendees and supporters of ReThink HK had simultaneously support transformative initiatives that make a difference in disadvantaged communities and drove awareness of an action on environmental causes.

In its inaugural edition, the ReThink Foundation invited applications for projects spearheaded via a collaboration between two or more local charities. Our intention was to leverage the combined strengths, expertise, and resources of multiple, diverse organisations to maximise social impact.

Additionally, the Foundation will launch a comprehensive capacity-building and engagement programme for participating organisations to ensure winning projects are robust and sustainable. These efforts are part of our commitment to promote co-creation and co-learning among local non-profit organisations.

We are thrilled to announce that the ReThink Foundation has contributed HK\$450,552 to support community engagement initiatives. Through these contributions, we stand united in our mission to create a meaningful and lasting impact on the communities we serve.

ReThink Foundation has contributed HK\$450,552 to support community engagement initiatives.

 **HK\$150,184**

To Running in the Dark & Runnerful

 **HK\$150,184**

To Peace Generation & The Hong Kong Association of Heads of Secondary Schools

 **HK\$150,184**

To More Good, Justice Centre & Humanity Seekers

INVESTING IN OUR COMMUNITY

Overall, the ReThink Foundation has enabled local non-profit organisations to explore new avenues for growth, transformation, and impact.

By supporting their operational needs, the Foundation empowers non-profits to continue with existing initiatives while innovating to address social and environmental challenges. The following section includes a summary of all initiatives supported by the ReThink Foundation.



Humanity Seekers Cooking for More Good

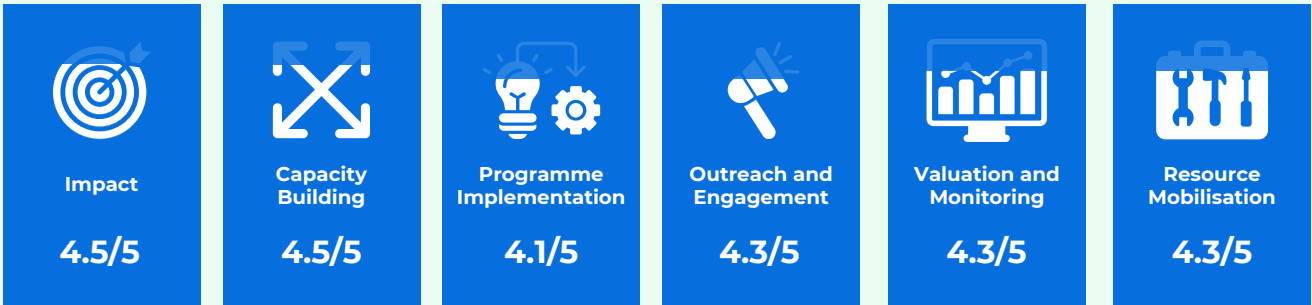
More Good Foundation, Justice Centre & Humanity Seekers

Hosted by More Good Foundation and Justice Centre Hong Kong, "Humanity Seekers Cooking for More Good" connected Hong Kong's Food & Beverage (F&B) industry with refugee groups to design, cook, prepare, and distribute nutritious meal boxes. Meal boxes were then distributed to vulnerable communities across Hong Kong (e.g., elderly groups, unhoused individuals, and refugees/asylum seekers) in collaboration with partner charities such as the Justice Centre, the Refugee Union, and Impact HK.

In particular, asylum seekers and refugees in Hong Kong are prohibited from seeking work, and instead rely on minimal government assistance and one-off donations. Consequently, many asylum seekers and refugees struggle with food insecurity. To remedy these concerns, the programme utilised the skills and talents of asylum seekers. By providing access to nutritious meals and opportunities for skills development, the project fostered empowerment, skill-building, and social connections within the refugee community. Simultaneously, the project also supported the health and well-being of other vulnerable groups.

The project incorporates environmental sustainability by utilising food surplus donations from suppliers and minimising food waste in the kitchen operations. This approach ensured that meal boxes were in high-quality and it also reduced food waste. The project sought to provide direct relief, support sustainable social development, and foster environmental sustainability practices among participants.

We circulated a survey to benchmark the impact of the ReThink Foundation, the results of which can be seen below.



Peace: A New Literacy
Peace Generation & The Hong Kong Association of Heads of Secondary Schools

"Peace: A New Literacy" is a peace education project developed by Peace Generation and The Hong Kong Association of the Heads of Secondary Schools. The project aims to enable youth in Hong Kong to develop conflict resolution skills and to promote peace in school communities.

As part of the programme, the organisers developed a curriculum, known as Peace by Piece. Initially developed in October 2023, the curriculum guided students through the causes, triggers and consequences of conflicts, the roles of different parties in conflicts, as well as various ways of handling conflicts within peace-based frameworks. This initial peace education curriculum was developed with funding support from the ReThink Foundation. A group of facilitators was trained to conduct workshops for students at Shatin Tsung Tsin Secondary School ("STTSS"). A P.E.A.C.E. framework was developed, which features five elements, namely perspectives, empathy, actors, context, and empowerment in conflicts, these were the main themes of the workshops.

By equipping students with the tools and knowledge to manage conflict and promote personal well-being, peace education empowered communities. Additionally, the process encouraged students to build consensus for a more harmonious school community and became agents of change.



Enhancing Social Inclusion and Equality for the Visually Impaired in Hong Kong

Running in the Dark & Runnerful

The "Enhancing Social Inclusion and Equality for the Visually Impaired in Hong Kong" project is a comprehensive initiative, jointly hosted by Runner in the Dark and Runnerful, aiming to address the challenges faced by the visually impaired community in Hong Kong. The project has several specific objectives and strategies in place to support sustainable development, environmental practices, and social inclusion.

One of the main objectives of the project is to enhance employment opportunities for people with disabilities, particularly the visually impaired, who often face a high unemployment rate. The project seeks to engage visually impaired instructors as speakers, leveraging their expertise and experiences to promote job matching, integration in the workforce, and the creation of a barrier-free employment environment within business corporations. By doing so, the project aims to improve the quality of life for the visually impaired and foster social inclusion.

The dedication and support of multiple volunteers contribute to the overall success of the initiatives aimed at enhancing social inclusion, equality, and quality of life for the visually impaired in Hong Kong

RETHINK HK STUDENT AMBASSADORS PROGRAMME

With the launch of our Student Ambassadors programme, ReThink HK 2023 enabled university students to attend the event with sponsored student tickets.

Student ticket holders were also given the opportunity to participate in at least one Roundtable Workshop during the event and engaged in dialogue with various business experts.

Additionally, the Student Ambassadors were encouraged to share their experiences and takeaways from the event on social media platforms. Specifically, we asked students to share how they planned to use those insights back on campus.



Roundtable Workshops

- ▶ Rethinking Workplace
- ▶ Rethinking Food & Hospitality
- ▶ Rethinking Textiles & Apparel
- ▶ Rethinking Health & Wellbeing
- ▶ Rethinking Plastics & Recycling



Participating in the ReThink HK 2023 as a student ambassador was a great opportunity for me to enrich myself on sustainability on an innovative level and corporate level.

Jason Ho, Bachelor of Engineering, ReThink HK Student Ambassador



As a student ambassador, I had the chance to meet different exhibitors to understand their latest sustainability-focused inventions. A myriad of booths showcased captivating circular designs and systemic ideals, which I believe will be greatly beneficial to different institutions, like universities, if they had the chance to implement them!

Nicole Kee, an Environmental Management and Technology student at HKUST, ReThink HK Student Ambassador

Student Ambassadors were encouraged to share their experiences and takeaways from the event on social media platforms.

VOLUNTEER PROGRAMME

Beyond our Student Ambassadors Programme, ReThink HK 2023 operated a Volunteer Programme. Our 4th volunteer cohort consisted of 130 university students from 9 local universities with different academic backgrounds.

The programme provided students with a valuable opportunity to take part in meaningful conversations on sustainability at ReThink HK by volunteering on one of the event days. In return, they were provided with a one-day complimentary ticket so that they could be a normal delegate on the day they are volunteering. Students can then gain an active understanding of the value of integrating sustainability into business, and the potential for cross-sectoral collaboration to drive change.

We extend our heartfelt gratitude to the following invaluable Volunteer Programme Partners, whose unwavering support has been instrumental in the success of our Volunteering Programme:



On 2 September 2023, 100+ volunteers joined a Volunteer Briefing Session, the event shifted online as a result of Super Typhoon Saola hitting the city. During the online session, volunteers from different universities had an opportunity to mingle with one another in breakout rooms.



Following the mingling, a Climate Risk workshop was hosted by the Network of Environmental Student Societies. Our volunteers could learn about climate risks and how it impacts businesses, this would help them gain more insight on how climate risks become material to companies financially, and prepare them better for attending ReThink HK as a delegate when listening to expert speakers' insights. Apart from it, a Green Event Management Workshop was hosted by The Green Earth. During the session, methods to minimise waste when organising events were mentioned. Students would therefore pay more attention to ReThink HK's sustainability initiatives when they attend the event.



ReThink HK is more than a conference about sustainable business solutions

Leane Jupet, an inbound exchange student at HKUST, ReThink HK Student Volunteer, MC for the Rethinking Built Spaces Programme at ReThink HK 2023



Attending ReThink HK 2023 as a student and as a young sustainability passionate was an inspiring and educational experience, showing me the immense potential to learn and grow outside the classroom. Being MC, alongside meeting so many driven and determined people, made the conference unforgettable. I carry the joy and insights of last September's conference with me today, and continue to stay in contact with some networks made. To me, ReThink HK is more than a conference about sustainable business solutions, it is a place of reflection and aspiration, socialisation and connection, where ideas sprout and goals are created.



AWARENESS RAISING INITIATIVES



ReThink HK as a Supporting Organisation at the ADHD Awareness Week 2023

Additionally, we were a supporting organisation of the Tithe Ethical Consumption Movement 2023 (TECM 2023), organised by Fullness Social Enterprises Society (FSSES). The theme for 2023 was “Sustainability x Social Enterprises”. By equipping social enterprises with the sustainability knowledge in ESG, SDG, CSV, CSR and corporate markets, they could get into the business world by integrating the above concepts in the solutions and offering them for corporates. TECM is considered as a highly anticipated annual programme, and will continue to bring together the government, business sector, NGOs, volunteers and community, to launch a series of events and campaigns that drive more awareness and support to the sustainability of social enterprises in Hong Kong.

ReThink HK was a proud supporting organisation of ADHD Awareness Week 2023, hosted by Let’s Talk ADHD and the Let’s Talk ADHD Association. From October 23rd to 29th, the week-long event brought together renowned experts, professionals, and individuals with ADHD. The campaign involved a range of webinars and workshops aimed at increasing awareness about ADHD among the neurodivergent community, as well as among professionals, experts, and the general public.

EXCHANGING DIALOGUE

We are continuously exchanging solutions and championing for sustainability events. Throughout the year, our Founder & CEO, Mr. Chris Brown, has participated in the events (listed in the table on the right) as either moderator or speaker:



@Asia CEO Summit



@EuroCham European Week

BUILDING UP THE YOUTH COMMUNITY

We were honoured to serve as a supporting organisation for the HK2A ESG Marketing for Social Good Marketing Award 2023. This innovative award was specifically designed to encourage young professionals aged 18-35 to develop ESG marketing plans that transcend traditional boundaries. We aimed to contribute to the promotion of sustainable practices and responsible marketing strategies, and our support of this award was another valuable opportunity to put our values into action.

We took pride in being a supporting organisation for the Tram Plus building Our Future Grand Challenge. Our support of the Challenge – where students were encouraged to innovatively design solutions to contribute to smart city development – aligns with EnviroEvents HK’ deep commitment to fostering STEAM innovation and creativity among the youth. Through this partnership, we are dedicated to supporting the development of skills, knowledge, and creativity, ensuring the youth of Hong Kong become a driving force in addressing the challenges of tomorrow. We were honoured to be invited as one of the judges of the competition, and being presented by 20 shortlisted school teams on 2 December, 2023.



ReThink HK is invited to be one of the judges of the Tram Plus Building Our Future Grand Challenge

Event	Theme
Asia CEO Summit (Singapore)	Sustainability Development in the Exhibition Industry - Practical Solutions to meeting Net Zero Carbon in 2050
EuroCham European Week	Promoting responsible travel practices and the integration of sustainability into the core operations of airlines, events, hotels, and other establishments
BritCham Bridging the Green Skills Gap	Strategies for Building a Skilled and Sustainable Workforce
IFMA Integrate 2023 Facility Management Conference	Shaping ESG Through property technology in facilities management
PRHK Event: Rethinking Sustainability Communications	Greenwashing, brand sustainability promises, what to do when issues arise, and how to bring consumers along for the journey.
EventX Fireside Chat	Latest ESG trends and best practice strategies for the events industry
EventX Event and Marketing Trends	Marketing trends, sustainability, and the application of metaverse



APPENDICES

APPENDIX A

Environmental Performance Data

Category	Data Type	2023 Data	Unit	EF	EF Source	Emissions (kg CO ₂)
Venue and Building	HKCEC electricity consumption	71,286	kWh	0.68 kg CO2/kWh	Hong Kong Electric	48,474
	EnviroEvents HK office electricity consumption	4,567	kWh			3,106
	Milton electricity consumption	6,008	kWh			4,086
Logistics	Milton diesel fuel consumption	666	kg	Multiple	HKEX	2,098
Catering	Procured raw food provided by HKCEC – Meat ^a	60	kg	Average of meat, vegetables, and others	Statista (Statista)	2,069
	Procured raw food provided by HKCEC - Vegetables ^a	33	kg			
	Procured raw food provided by HKCEC - Others ^a	11	kg			
Travel ^b	Local attendees	Survey responses	N/A	Depending on travel method	ICAO Carbon Emissions Calculator: MTR (MTR) ;	3,038
	International attendees				CityU Carbon Audit Guidelines (2013)	39,564
Accommodation	Staff hotel accommodation - 4-star hotels	30	Nights	N/A	myclimate Event Calculator	1,800
	Speaker hotel accommodation - 5-star hotels	16	Nights			
Landfilled Waste	General Waste	2,400	kg	N/A	myclimate Event Calculator	1,500
	Food Waste – Meat ^c	3	kg	N/A	US EPA WARM v16	0
	Food Waste - Vegetables ^c	0	kg			
	Food Waste - Others ^c	0	kg			
Recycled Waste (Doesn't go to landfill)	Paper	335	kg	N/A	US EPA ReCon v5	110
	Cardboard (Honeycomb Paper)	3,150	kg			2,830
	Plastic	397	kg			410
	Metal ^d	76	kg			340
	Glass	8	kg			6
	Carpeting from supplier	881	kg	N/A	US EPA WARM v16	2,100
	Others (Wood and "Others" from HKCEC) ^e	45	kg			130
Total Emissions						111,660
Office Emissions ^f						3,121
Event Emissions ^g						108,539

APPENDIX A

Environmental Performance Data

Carbon Emission Calculation Notes

- a. As food data was provided in the “Meat”, “Vegetables”, and “Others” categories from HKCEC, an average EF was calculated for each of the 3 categories using the EF database provided by Statista.
- b. In calculating the travel emissions of our attendees, the assumptions used are listed below:
 - o If travelling via MTR:
 - Attendees came to ReThink HK 2023, held in the Hong Kong Convention and Exhibition Centre (i.e., the Exhibition Centre MTR station), using a route suggested by the MTR mobile application.
 - The waiting period between one MTR station to the next will result in an underestimation in the MTR travel emissions.
 - The MTR travels at a constant speed from the beginning to the end of a line.
 - o If not travelling via the MTR:
 - The distance travelled for all other modes of transportation (e.g., buses, minibuses, private vehicles, trams, or taxis) from a particular district will be equal to the distance travelled in using the MTR, due to the constraints of the transportation survey distributed to our attendees.
 - o If travelling via other overseas transport modes:
 - The EFs used for all overseas transport modes excluding airplane (i.e., buses, ferries and high-speed rail) will be the same as the EFs used in local transportation, due to the lack of EFs for specific transportations.
 - o If mode of transport is not disclosed:
 - A weighted-average EF is used for attendees that did not disclose their mode of transportation.
- c. The mass of food waste was calculated as such: Mass of prepared food – Mass of cooked food.
- d. 16,233 kg of Aluminium were used in the ReThink HK 2023 (data from Milton). However, since the Aluminium will be reused, emissions have not been calculated for them.
- e. The “Other” waste category consists of wood and other unspecified recycled waste from HKCEC.
- f. Office-related emissions cover emissions arising from office-related activities, including purchased electricity and waste.
- g. Event-related emissions cover activities relating to ReThink HK 2023 (which covers catering, energy usage, hotel accommodation, travel, and waste emissions). This scope also includes the venue and the allocated emissions from our main contractor..
- h. Some waste items were too insignificant for emissions to be calculated with the model, such as landfilled food waste and certain office recyclables. The waste figures above have been derived from data provided by HKCEC, Milton, Spare-it, and The Loops HK. Furthermore, for some secondary items such as equipment (i.e., LED screens, AV technology, iPads, badge printers, and Wi-Fi routers), furniture (i.e., chairs and tables), lanyards as well as paper event badges, emissions have not been calculated as the allocation methodology would require an understanding of the lifetimes for each item (based on the expected usage for ReThink HK), which will result in a lot of uncertainties and therefore low data quality.
- i. Logistics data reflects the diesel consumption of our supplier in transporting event-related goods.
- j. Emissions from the travel of event attendees from HKCEC to KIN Food Hall has not been included, as the data for the fuel usage is currently unavailable.

APPENDIX A

Environmental Performance Data

ReThink HK (Event Emissions)

Category	Data Type	2023 Data	Unit	EF	EF Source	2023 Emissions	2023 Emissions (Excluding International Attendees) ^k	2022 Emissions ^L
Venue and Building	HKCEC electricity consumption	71,286	kWh	0.68 kg CO2/kWh	Hong Kong Electric (2022)	48,474	46,942	63,900
	Milton electricity consumption	6,008	kWh			4,086	3,957	2,601
Logistics	Milton diesel fuel consumption	666	kg	Multiple	HKEX	2,098	2,032	-
Catering (Procured Raw Food Provided by HKCEC)	Meat	60	kg	Average of meat, vegetables, and others	Statista (Statista)	2,069	2,004	1,500
	Vegetables	33	kg					
	Others	11	kg					
Travel	Local attendees	Survey responses provided by ReThink HK	N/A	Depending on travel method	MTR (MTR) ;	3,038	2,942	1,634
	CityU Carbon Audit Guidelines (2013)							
	International attendees				HKEX Appendix 2	39,564	0	335
					ICAO Carbon Emissions Calculator ;			
					MTR (MTR) ;			
					CityU Carbon Audit Guidelines (2013)			
Hotel Accommodation	Staff accommodation - 4 star hotels	30	Nights	N/A	myclimate Event Calculator	1,800	1,743	552
	Speaker accommodation - 5 star hotels	16	Nights					-
Landfilled Waste	General Waste	2,394	kg	N/A	myclimate Event Calculator	1,500	1,453	1,300
	Food Waste - Meat	3	kg	N/A	US EPA WARM v16	0	0	47
	Food Waste - Vegetables	0	kg					
	Food Waste - Others	0	kg					
Recycled Waste (Doesn't go to landfill)	Paper	287	kg	N/A	US EPA ReCon v5	110	107	8,796
	Cardboard (Honeycomb Paper)	3,150	kg			2,830	2,741	-
	Plastic	384	kg			400	387	600
	Metal	71	kg			340	329	
	Glass	0	kg			0	0	
	Carpeting	881	kg	N/A	US EPA WARM v16	2,100	2,034	6,619
	Others	45	kg	N/A		130	126	-

(continued)

APPENDIX A

Environmental Performance Data

Total Event Emissions (kg CO ₂)	108,539	66,795	87,884
Event Emissions Intensity (kg CO ₂ per total attendance)	17.33	11.06	18.62
Event Emissions Intensity (kg CO ₂ per unique attendance)	23.68	15.05	26.30
Event Emissions Intensity (kg CO ₂ per total event space in m ²)	11.55	7.11	9.80
Event Emissions Intensity (kg CO ₂ per exhibition area in m ²)	51.15	31.48	50.39

EnviroEvents HK (Office Emissions)

Category	Data Type	2023 Data	Unit	EF	EF Source	Emissions (kg CO ₂)
Energy	EnviroEvents HK office electricity consumption	4,567	kWh	kWh	Hong Kong Electric (2022)	3,106
Landfilled Waste	General Waste	6	kg	N/A	myclimate Event Calculator	0
Recycled Waste (Doesn't go to landfill)	Paper	47	kg	N/A	US EPA ReCon v5	0
	Plastic	13	kg	N/A	US EPA WARM v16	10
	Metal	4	kg			0
	Glass	8	kg			6
	Others	0	kg			0
Office Emissions ⁿ						3,121

^k Since 2023 is the first year of ReThink HK with all COVID-19 measures lifted, there was a significant increase in the number of international attendees, this accounts for the second largest source of carbon dioxide emission in the event. To make a fair comparison with 2022 when there is a negligible number of overseas delegates, we calculated the “2023 emission (Excluding International Attendees)” in order to reflect the fact that there is a drop in carbon emission caused by our efforts to reduce energy and waste consumption. In 2023, international attendees accounted for 7% of unique attendees, in which 3.2% of them has indicated their method of travelling from overseas.. Therefore, we multiply the 2023 total emission figure in each row by 96.8% to reflect the “no international attendee” scenario, and to make the figure of travelling by international attendees zero.

^l The 2022 carbon emissions cannot be compared directly to the 2023 carbon emissions, as some of the emission factors and data collection approaches may differ. However, they have been included in this report to allow readers to compare generally, and to demonstrate EnviroEvents’ efforts in expanding the scope of our data collection. More information on our 2022 carbon emissions data may be found in our 2020-2022 Impact Report, which can be accessed at <https://heyzine.com/flip-book/803ad41efa.html#page/1>.

^m Some carbon emissions are listed as zero despite non-zero 2023 data as the models considered the emissions arising from the small consumption figures to be insignificant.

ⁿ True figure is 3,105.6 + 10.0 + 5.8 =3,121.4.

APPENDIX B

Social Performance Data

Social KPIs	Units	2023 Data
Full-time Workforce		
Total Number of Employees	Headcount	11
By Gender		
Male	Headcount	3
Female	Headcount	8
By Age		
< 30	Headcount	3
30-50	Headcount	8
> 50	Headcount	0
By Employee Category		
Senior Management	Headcount	5
Middle Management	Headcount	1
General	Headcount	3
Part-time Workforce		
Total Number of Employees	Headcount	3
By Gender		
Male	Headcount	1
Female	Headcount	2
By Age		
< 30	Headcount	2
30-50	Headcount	1
> 50	Headcount	0
By Employee Category		
Senior Management	Headcount	0
Middle Management	Headcount	0
General	Headcount	3

Employee Turnover °		
Total Employee Turnover and Rate	Person	9
	%	78%
By Employment Type		
Full-time	Person	9
	%	90%
Part-time	Person	0
	%	0%
By Gender		
Male	Person	0
	%	0%
Female	Person	9
	%	106%
By Age		
< 30	Person	0
	%	0%
30-50	Person	9
	%	113%
>50	Person	0
	%	N/A
By Employee Category		
Senior Management	Person	1
	%	33%
Middle Management	Person	4
	%	160%
General	Person	4
	%	80%

New Employees Hire P		
Total Employee New Hire and Rate	Person	10
	%	87%
By Employment Type		
Full-time	Person	8
	%	80%
Part-time	Person	2
	%	133%
By Gender		
Male	Person	2
	%	67%
Female	Person	8
	%	94%
By Age		
< 30	Person	3
	%	86%
30-50	Person	7
	%	88%
>50	Person	0
	%	N/A
By Employee Category		
Senior Management	Person	3
	%	100%
Middle Management	Person	1
	%	40%
General	Person	6
	%	120%

° Employee turnover has been calculated using the following formula: (employees that left over the reporting period)/[(number of employees at the end of 2023 + number of employees at the end of 2022)/2].

P Employee new hire rate has been calculated using the following formula: (employees that were hired over the reporting period)/[(number of employees at the end of 2023 + number of employees at the end of 2022)/2].

APPENDIX B

Social Performance Data

Career Development ^q		
Total Number of Employees who Received a Regular Career/Professional Development Review	Person	12
	%	104%
By Employment Type		
Full-time	Person	10
	%	100%
Part-time	Person	2
	%	133%
By Gender		
Male	Person	3
	%	100%
Female	Person	9
	%	106%
By Age		
< 30	Person	5
	%	143%
30-50	Person	7
	%	88%
>50	Person	0
	%	N/A
By Employee Category		
Senior Management	Person	4
	%	133%
Middle Management	Person	1
	%	40%
General	Person	7
	%	140%

Employee Training		
Types of Training Conducted		
NGO Core Competency Workshop		
FSI Board Director Training		
Executive Certificate in ESG Planning (Certified ESG Planner CEP)		
Matters Academy Training		
Total Training Hours Completed for all Employees	Total Hours	68
	Average Hours ^r	6
By Employment Type		
Full-time	Total Hours	68
	Average Hours	7
Part-time	Total Hours	0
	Average Hours	0
By Gender		
Male	Total Hours	22
	Average Hours	7
Female	Total Hours	46
	Average Hours	5
By Age		
< 30	Total Hours	24
	Average Hours	7
30-50	Total Hours	44
	Average Hours	6
>50	Total Hours	0
	Average Hours	N/A

Types of Training Conducted (cont'd)		
By Employee Category		
Senior Management	Total Hours	42
	Average Hours	14
Middle Management	Total Hours	26
	Average Hours	10
General	Total Hours	0
	Average Hours	0

Organisations Engaged		
Number of NGOs Engaged	Number	2
Number		
Volunteering	Organisation Name	Hands on Hong Kong
Education and Volunteering	Organisation Name	Kadoorie Farm
Donations		
Total Donations Made	HKD	450,552
By Type		
Schoolchildren- Peace Generation	HKD	150,184
Visually Impaired- Running in the Dark	HKD	150,184
Refugees- More Good x Justice Centre	HKD	150,184
Volunteering Hours		
Total Volunteering Hours Contributed	Hours	72
By Type		
Environmental- Hands on Hong Kong	Hours	12
Environmental- Kadoorie Farm	Hours	60

^q Employee career development rate has been calculated using the following formula: (employees that have received a regular performance and career development review over the reporting period)/[(number of employees at the end of 2023 + number of employees at the end of 2022)/2].

^r Average employee training has been calculated using the following formula: (total number of training hours per employee category over the reporting period)/[(number of employees at the end of 2023 + number of employees at the end of 2022)/2].

APPENDIX C

GRI Content Index

Statement of Use	EnviroEvents (ReThink) Limited has reported the information cited in this GRI content index for the period 1 January 2023 to 31 December 2023 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021

Topics	Disclosure	Section Title	Page	Remarks/Reasons for Omission
GRI 2 2021 General Disclosures				
1. The organisation and its reporting practices				
2-1	Organisational details	ABOUT ENVIROEVENTS HK		
2-2	Entities included in the organisation's sustainability reporting	ABOUT THIS REPORT		
2-3	Reporting period, frequency and contact point	ABOUT THIS REPORT		
2-4	Restatements of information	-		Not applicable as this is EnviroEvents HK' first sustainability report.
2-5	External assurance	-		Not sought out.
5. Stakeholder engagement				
2-29	Approach to stakeholder engagement	STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT		

Topics	Disclosure	Section Title	Page	Remarks/Reasons for Omission
Material Topics				
3-3	The overall management approach and its components	STAKEHOLDER ENGAGEMENT AND MATERIALITY ASSESSMENT		
GRI 301 Materials 2016				
301-1	Materials used by weight or volume	APPENDIX A		
301-2	Recycled input materials used	APPENDIX A		
301-3	Reclaimed products and their packaging materials	APPENDIX A		

GRI 302: Energy 2016				
302-1	Energy consumption within the organisation	Energy Efficiency		
302-2	Energy consumption outside of the organisation	Energy Efficiency		
302-3	Energy intensity	Not applicable		Intensity metric to be developed internally.
302-4	Reduction of energy consumption	Energy Efficiency		
302-5	Reductions in energy requirements of products and services	Energy Efficiency		
GRI 305: Emissions 2016				
305-1	Direct (Scope 1) GHG emissions	APPENDIX A		
305-2	Energy indirect (Scope 2) GHG emissions	APPENDIX A		
305-3	Other indirect (Scope 3) GHG emissions	APPENDIX A		
305-4	GHG emissions intensity	Not applicable		Intensity metric to be developed internally.
305-5	Reduction of GHG emissions	Not applicable		Scope of 2023 GHG Inventory is not comparable with 2022 inventory.
305-6	Emissions of ozone-depleting substances (ODS)	Not applicable	-	Insufficient data available for disclosure
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Not applicable	-	Insufficient data available for disclosure
GRI 306: Waste 2020				
306-1	Waste generation and significant waste-related impacts	Materials Usage and Waste		
306-2	Management of significant waste-related impacts	Materials Usage and Waste		
306-3	Waste generated	Materials Usage and Waste		
306-4	Waste diverted from disposal	Materials Usage and Waste		
306-5	Waste directed to disposal	Materials Usage and Waste		

APPENDIX C

GRI Content Index

GRI 308: Supplier Environmental Assessment 2016				
308-1	New suppliers that were screened using environmental criteria	SUPPLY CHAIN MANAGEMENT		
308-2	Negative environmental impacts in the supply chain and actions taken	SUPPLY CHAIN MANAGEMENT		
GRI 401: Employment 2016				
401-1	New employee hires and employee turnover	APPENDIX B		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-		Part-time employees do not have access to medical insurance
401-3	Parental leave	Not applicable		Insufficient data available for disclosure
GRI 404 Training and Education 2016				
404-1	Average hours of training per year per employee	APPENDIX B		
404-2	Programmes for upgrading employee skills and transition assistance programs	Learning and Development		
404-3	Percentage of employees receiving regular performance and career development reviews	Fostering Communication Channels		
GRI 405 Diversity and Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	APPENDIX B		
405-2	Ratio of basic salary and remuneration of women to men	Not applicable		Insufficient data available for disclosure
GRI 413: Local Communities 2016				
413-1	Operations with local community engagement, impact assessments, and development programmes	INVESTING IN COMMUNITIES		
413-2	Operations with significant actual and potential negative impacts on local communities	INVESTING IN COMMUNITIES		
GRI 414: Supplier Social Assessment 2016				
414-1	New suppliers that were screened using social criteria	SUPPLY CHAIN MANAGEMENT		
414-2	Negative social impacts in the supply chain and actions taken	SUPPLY CHAIN MANAGEMENT		
Travel				
-	The overall management approach and its components	Travel		

APPENDIX D

Main Contractor Sample Data Collection Sheet

	Items	Unit
GHG Emissions (Travel)	Private cars	km
	Light goods vehicles (≤2.5 tonnes)	km
	Light goods vehicles (2.5-3.5 tonnes)	km
	Medium & Heavy goods vehicles (5.5-15 tonnes)	km
	Medium & Heavy goods vehicles (≥15 tonnes)	km
GHG Emissions (Energy)	Stationary fuel consumption - Petrol	Litres
	Stationary fuel consumption - Diesel	Litres
	Natural Gas	m3
	Purchased non-renewable electricity	kWh
	Purchased renewable electricity	kWh
	Self-generated renewable energy	kWh
	Refrigerant	kg
	Others (please specify energy type – e.g., coal, oil, steam)	
Resources and Waste Handling	Aluminium (Landfilled, Reused / Will Reuse, Recycled)	kg
	Paper / Honeycomb (Landfilled, Reused / Will Reuse, Recycled)	kg
	Carpet (Landfilled, Reused / Will Reuse, Recycled)	kg
	Plastic (Landfilled, Reused / Will Reuse, Recycled)	kg
	Equipment – LED screen (Landfilled, Reused / Will Reuse, Recycled)	piece/quantity/kg
	Equipment – Audio Visual (Landfilled, Reused / Will Reuse, Recycled)	piece/quantity/kg
	Furniture – Chairs (Landfilled, Reused / Will Reuse, Recycled)	piece/quantity/kg
	Furniture – Tables (Landfilled, Reused / Will Reuse, Recycled)	piece/quantity/kg
	General Waste (Landfilled)	kg
	Others (please specify waste type and unit)	

APPENDIX E

List of Tree Species Planted in Two Habitat Restoration Sessions

14 November 2023	21 November 2023
<i>Archidendron clypearia</i>	<i>Ailanthus fordii</i>
<i>Artocarpus tonkinensis</i>	<i>Bridelia insulana</i>
<i>Celtis sinensis</i>	<i>Brucea javanica</i>
<i>Cratoxylum cochinchinense</i>	<i>Casearia glomerata</i>
<i>Daphniphyllum pentandrum</i>	<i>Chrysophyllum lanceolatum</i> var. <i>stellatocarpon</i>
<i>Desmos chinensis</i>	<i>Cryptocarya chinensis</i>
<i>Diospyros vaccinioides</i>	<i>Cryptocarya concinna</i>
<i>Elaeocarpus chinensis</i>	<i>Cyclobalanopsis myrsinifolia</i>
<i>Lithocarpus corneus</i>	<i>Eriobotrya fragrans</i>
<i>Lithocarpus elizabethae</i>	<i>Fortunella hindsii</i>
<i>Lithocarpus harlandii</i>	<i>Ligustrum lianum</i>
<i>Machilus velutina</i>	<i>Lithocarpus litseifolius</i>
<i>Meliosma rigida</i>	<i>Lithocarpus longanoides</i>
<i>Myrsine linearis</i>	<i>Machilus leptophylla</i>
<i>Osmanthus matsumuranus</i>	<i>Machilus robusta</i>
<i>Photinia raupingensis</i>	<i>Neolitsea ovatifolia</i>
<i>Reevesia thyrsoidea</i>	<i>Prunus zippeliana</i>
<i>Sapium discolor</i>	<i>Pterospermum heterophyllum</i>
<i>Sterculia lanceolata</i>	<i>Sapium sebiferum</i>
<i>Syzygium rehderianum</i>	<i>Wrightia laevis</i>
<i>Trema tomentosa</i>	<i>Xylosma congestum</i>

EnviroEvents (ReThink) Limited
2023 Sustainability Report

