

## Sustainability policy – External

*GADDEN is the largest career fair within the Nordic region for studies in business, economics, law, logistics, and environmental science. This annual event takes place at the School of Business, Economics, and Law at the University of Gothenburg, and has been growing exponentially since the first fair took place in 1982. The fair is held for two days every year, with 7000-8000 visitors and 100 exhibiting companies. Besides creating network opportunities between students and recruiters during the fair, we arrange lectures and invite speakers to inspire the students during the year.*

### Environmental sustainability

§1 GADDEN strives to have the least possible environmental impact and constantly improve all sustainable aspects.

§2 GADDEN works to ensure that every part of the project and its crew, subcontractors, exhibitors, sponsors, and partners have a higher awareness of all forms of sustainability and works to reduce its environmental impact. GADDEN must always review whether there exists a more environmentally friendly alternative, and if it does, GADDEN must always choose it.

§3 GADDEN shall primarily choose organic, locally produced, eco-labeled, and/or fair-labeled products and avoid Palm oil.

§4 GADDEN must always use detergents that are ecologically certified.

§5 GADDEN must always try to choose biodegradable materials or materials that are considered sustainable and minimize their use of plastic products.

§6 GADDEN must always choose vegan and / or vegetarian (Lacto-Ovo) products.

§7 When catering, GADDEN must always demand organic and locally produced alternatives, and if possible, always choose them.

§8 GADDEN's vision is to reuse all purchases of materials. GADDEN must therefore always strive to purchase new material that can be recycled or reused.

§9 In all collaborations, GADDEN must take the environment into account. GADDEN must work to collaborate with companies that consciously minimize their environmental impact primarily.

§10 GADDEN must have routines for recycling externally.

§11 When GADDEN makes external trips, the more sustainable alternative should be chosen if possible.

§12 GADDEN must clearly communicate its sustainability work and ensure that exhibitors, partners, and visitors know the importance of sustainable development.

§13 GADDEN climate compensates its carbon dioxide emissions during the fair days and encourages exhibitors to do the same. It must be clearly communicated which exhibitors compensate at the fair.

§14 GADDEN's environmental and sustainability work must align with The Student Union School of Business and Law (HHGS)'s environmental policy.

### **Social sustainability**

§15 GADDEN must have a clear focus on gender equality in all parts of the project.

§16 GADDEN must take social sustainability into account in all collaborations.

§17 GADDEN will collaborate with companies that consciously minimize their environmental impact, have good working conditions for employees, and where equality and permeate the companies.

§18 GADDEN must take social sustainability into account in all purchases.

§19 GADDEN will work to primarily choose products where good working conditions and equality are applied in the companies that produce them.

§20 GADDENs' marketing material shall be designed based on the equality policy.

§21 GADDEN must actively prevent, forestall and deter all forms of discrimination in all types of interactions, whether it is corporate action towards students or students' action towards other students. IF any form of discrimination is carried out under the jurisdiction of GADDEN, appropriate measures must be taken.

§22 The exhibitor is always obliged to consider GADDENs' policy regarding discrimination in all types of interactions, whether corporate action towards students or corporate action towards other companies. If the exhibitor actively violates boundaries under GADDENs' jurisdiction, GADDEN has the right to prevent the exhibitor from continuing to participate with immediate effect. If GADDEN chooses to take this measure, the exhibitor remains liable for payment per this agreement.

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Last revised: 210831