

## Sustainability policy

*GADDEN is the largest career fair within the Nordic region for studies in business, economics, law, logistics and environmental science. GADDEN prides themselves on their sustainability work and tries to always improve themselves. The sustainability policy focuses on three of the Sustainable Development Goals: Goal 3: Good health and well-being, Goal 12: Responsible consumption and production and Goal 17: Partnerships for the goals. GADDEN strives to ensure the mental and physical well-being for the participants of the event, elevate the partnerships that emphasize sustainability, and make responsible purchases and collaborations.*



### External

§1 GADDEN strives to have the least possible environmental impact and has the constant goal of improving the work with sustainability both externally and internally.

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

§3 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 sustainable alternative.

§4 GADDEN will work to collaborate with companies that consciously minimize their environmental impact, and have good routines for ensuring social sustainability.

§5 GADDEN shall primarily choose products that are organic, locally produced, eco-labeled and/or fair-labeled. Palm oil should be avoided as much as possible.

§6 GADDEN must always use detergents that are ecological certified.

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

§8 GADDEN must always choose vegan and/or vegetarian (lacto-ovo) products.

§9 When catering, GADDEN must always select organic and locally produced alternatives, and if it is an alternative, it must always be chosen.

§10 GADDEN's vision is that all purchases of materials can be reused. GADDEN should at first hand consider hiring materials and furniture. If new purchases need to be made, GADDEN must always strive to purchase new material that can be recycled or reused.

§11 GADDEN must have routines for recycling externally.

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

§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 that compensate at the fair.

§14 GADDEN's environmental and sustainability work must be in line with The Student Union School of Business and law (HHGS)'s sustainability policy. The person mainly responsible for carrying out this information is the Head of Sustainability.

§15 GADDEN has a zero tolerance for all types of drugs and acts in accordance to HHGS's alcohol and drug policy.

### **Internal**

§16 GADDEN must have internal sustainability goals that are well communicated to the project committee.

§17 GADDEN must have routines for recycling internally. The use of disposable items should be avoided as much as possible. The use of disposable items in non-biodegradable materials, such as plastic, should be avoided.

§18 GADDEN's internal journeys and transports must be planned and carried out efficiently and in an environmentally friendly manner. GADDEN internally shall not use flights as transport within the country.

§19 When GADDEN purchases internal clothing, the most sustainable alternative must always be chosen as far as possible.

§20 GADDEN must follow its internal budget and always have a perspective of financial sustainability in all choices of purchasing.

§21 GADDEN shall aim to have a healthy work environment and a reasonable workload for the Project Committee and Crew. The people responsible for ensuring this is the HR manager and/or the Project Manager.

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