

Corporate Social Responsibility Statement

Introduction

Hpower Group is a holding company for a number of Limited Companies. These include HPower International Ltd, Windsor Equestrian Promotions Limited, Royal Windsor Endurance and HPG Endurance. The Group owns and manages the annual Royal Windsor Horse Show and Royal Windsor Endurance and manages on behalf of Clarion Events Limited, the annual London International Horse Show. In addition, every year there are likely to be one-off events and consultancy projects. Examples of the one-off events include the Platinum Jubilee Celebration in Windsor (2022), the D-Day 75th anniversary for the MOD and The Royal British Legion (2019), the Falklands 40 Anniversary commemoration for The Royal British Legion (2022), and the Rushford Endurance Rides (2022).

HPower Group Employees

Our staff are the core of our business and we are committed to ensuring that they have a positive and enjoyable working environment. We take their health and welfare very seriously. We have a small core team of c. 20 employees, many of whom have been with the company for other ten years which we believe is proof that we are able to achieve a company culture and working environment which have a positive impact on the lives of our employees.

Our Culture

Our company culture is important to us; in the event industry it is paramount that employees work as one team. There are five pillars which we believe create our positive company culture:

- We work as one team
- We communicate
- We respect each other
- We take decisions
- We feel pride in what we do

Looking after our people

in our industry experience is everything, it is therefore important to retain staff. In addition to a positive culture there are tangible benefits provided by HPower.

- Workplace pension plan
- Travel insurance
- Complimentary flu shots
- Days off in lieu of weekend working
- Generous annual leave allowance
- Codes of conduct designed to protect employees from harassment or discrimination in any form
- Provision of a safe work environment
- Support for employees in achieving a sensible work/life balance

Flexible Working

Many of our employees will work from home at least one day a week. We trust our employees to use their home working time effectively. We believe that this flexibility provides a good balance for our employees.

Annual Appraisals

At the end of all calendar years all employees undertake an annual appraisal. This is the opportunity for their line manager to discuss with them their achievements, any areas for improvement and goals for the future year. It is also the opportunity for the employee to air any concerns or grievances. At this meeting the employee is informed of their remuneration package for the future year.

Training

HPower has a training policy which invites every member of staff to suggest ways that they, or their team may improve their skills through training. There is a training budget available annually for all individual team members.

Diversity and Inclusion

HPower accepts its responsibility to ensure equality and diversity in all areas of operation. Our Equality and Diversity Policy can be seen on the HPower website (www.hpower.co.uk). We also require our supply chain to demonstrate that they have appropriate policies in place.

Internships / Work Experience

HPower have worked with universities and schools in the past to take on internships. We provide a reasonable remuneration to our interns and work with them and their educational establishments to ensure that they maximise the benefits of the internship. We ensure that the intern is exposed to all working areas of the company and would normally expect them to work at one or more events.

2. Charity and Community Engagement

Supporting Charities

Royal Windsor Horse Show and The London International Horse Show which both take place annually, have a different Show charity every year. The charity is chosen through submission of applications and then selection by the Show Committee. Charities that have been supported in the past include World Horse Welfare, Starlight, The Ebony Horse Trust, The Brooke, The Horse Trust and Richard House Hospice amongst many others. One-off events, such as The Platinum Jubilee Celebration will donate any surplus profits to selected charities. In the past these have included The Queen's Trust and The Royal British Legion. The Queens 90th birthday celebration held in 2016 in Windsor raised over £1,000,000 for charities.

In addition, Royal Windsor Horse Show supports ABF, The Soldiers Charity annually and HPower International Ltd is a sponsor of The Last Post Association.

The London Academy

For the second third time this year, HPower is running the London Academy as a part of its engagement programme for London International Horse Show. The Academy helps improve the skills of disadvantaged young riders. This year we are working with Ebony Riding Club who are the show's official charity.

Supporting the Local Community

Windsor and Eton Town Partnership

HPower Group is a paying Member of the Windsor and Eton Town Partnership. This partnership is a public and private sector venture with the support of the Royal Borough of Windsor and Maidenhead and a number of other locally based key businesses and organisations. Expertise and resources are pooled to meet local needs and common objectives. These include accesibility, the environment, safety and security, and the promotion of the town.

Volunteers Programme

HPower Group runs a volunteers programme for Royal Windsor Horse Show, London International Horse Show, Royal Windsor Endurance and Rushford Endurance. Over 450 volunteers will take part in the programme across the course of the year. HPower Group recognizes the importance of looking after the volunteers so that they benefit as much as they can from their participation in the programme. Volunteers are welcomed as part of the event team and provided with complimentary clothing, meals, parking, tickets for friends and family and programmes. many of our volunteers have been with us for over five years.

Financial benefits that our events bring to the local community

Large scale events will bring positive economic benefits to the communities in which they are located. These include:

- Hotel and B&B occupancy
- Increased footfall for retailers
- Restaurant reservations
- Attendance at other local attractions
- Community engagement

The Armed Forces Covenant

HPower Group holds the Silver award for the Government's defence employer recognition scheme - The Armed Forces Covenant. This scheme asks the employer to proactively demonstrate that service personnel and members of the armed forces community are not unfairly disadvantaged as part of

their recruiting and selection processes. The employer must actively ensure that their workforce is aware of their positive policies towards defence people issues.

Working with our Supply Chain

In the event industry we rely on a number of key suppliers to work with us in delivering the event . It is important that our suppliers understand our working policies and that their working practises help us ensure that we deliver against these policies.

Sourcing and contracting key suppliers

Contracts are negotiated through the supply chain process, with most on long term (3 year) contracts. Our four key criteria when assessing suppliers are -

Cost – competitive pricing | value for money

Opportunity – How flexible can they be (knowing criteria may change).

Sustainability – What policies do they have and how do they make their business/product as sustainable as possible.

Experience – Due diligence based on past experience of using this supplier

Fair treatment of our suppliers

HPower include in our procurement processes the insistence that our suppliers shall not threaten workers with or subject them to harsh or inhumane treatment including sexual harassment, sexual abuse, corporal punishment, mental coercion, verbal abuse or unreasonable restrictions on the ability to complete a work-related task. We maintain a diverse workforce and all personnel are treated equally regardless of race, gender, religion or age. This is endorsed by our own working practices and Equality and Diversity policy.