

G4

SECTOR
DISCLOSURES



**EVENT
ORGANIZERS** 



EVENT ORGANIZERS

A network diagram with a central dark blue circle containing a white dot. From this center, several lines in green, orange, and light blue radiate outwards, forming a complex web. Small cross-shaped markers are placed at various points along these lines. The text "EVENT ORGANIZERS" is written in a bold, dark blue font, slanted upwards, and is positioned over the lower right portion of the network.



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Legend



Chapters with a full color flag present sector content developed following GRI's due process



The contents of chapters with an outlined flag assist reporters when using the Sector Disclosures in conjunction with the G4 Guidelines

1

HOW TO USE
THE SECTOR
DISCLOSURES

The Event Organizers Sector Disclosures document is based on the 'GRI Event Organizers Sector Supplement'.

This Sector Supplement was issued in 2012 and developed based on the G3.1 Guidelines (2011). Following the launch of the G4 Guidelines in May 2013, the complete Sector Supplement content is now presented in the 'Event Organizers Sector Disclosures' document, in a new format, to facilitate its use in combination with the G4 Guidelines.

The contents of the Sector Supplement have been re-organized and streamlined to fit the G4 Guidelines' content, structure and requirements. New contents have not been added.

This document has been prepared by the GRI Secretariat under the direction of the Technical Advisory Committee.

The Event Organizers Sector Disclosures document contains a set of disclosures for use by all organizations in the Event Organizers sector. The disclosures cover key aspects of sustainability performance that are meaningful and relevant to the Event Organizers sector and which are not sufficiently covered in the G4 Guidelines.

The Event Organizers Sector Disclosures should be used by all organizations in the Event Organizers sector that wish to prepare a report 'in accordance' with the G4 Guidelines, either Core or Comprehensive. Please consult the 'in accordance' criteria on pages 11-14 of the [G4 Guidelines – Reporting Principles and Standard Disclosures](#).

The Event Organizers Sector Disclosures should be used in addition to and not as a replacement of the G4 Guidelines. Together, the G4 Guidelines and the Event Organizers Sector Disclosures make up the reporting framework for the Event Organizers sector.

This document contains additional disclosure requirements and guidance on existing G4 content, and standalone Aspects, Indicators and guidance for the sector. The following tables summarize the types of Sector Disclosures that are found in this document:

GENERAL STANDARD DISCLOSURES FOR THE SECTOR

GENERAL STANDARD DISCLOSURES FOR THE SECTOR	
Type of Sector Disclosure	Explanation
Sector additions to G4 General Standard Disclosures	
Additional disclosure requirements for G4 General Standard Disclosures	<p>There may be additional disclosure requirements for any of the 58 General Standard Disclosures included in the G4 Guidelines.</p> <p>If an additional disclosure requirement relates to a General Standard Disclosure required under the chosen 'in accordance' option, it should be reported.</p> <p><i>(*) Reasons for omission may apply in exceptional cases.</i></p>
Additional Guidance to G4 General Standard Disclosures	<p>There may be additional sector Guidance for any of the 58 General Standard Disclosures included in the G4 Guidelines.</p> <p>This Guidance is not a requirement to be 'in accordance', for neither Core nor Comprehensive.</p> <p>Organizations should consult this Guidance when preparing a sustainability report.</p>

(*) Please note: If it is not possible to disclose certain information required by the Event Organizers Sector Disclosures, reasons for omission may apply in exceptional cases. Please consult the reasons for omission on page 13 of the [G4 Guidelines – Reporting Principles and Standard Disclosures](#).

SPECIFIC STANDARD DISCLOSURES FOR THE SECTOR

SPECIFIC STANDARD DISCLOSURES FOR THE SECTOR	
Type of Sector Disclosure	Explanation
Sector specific Aspects	
Sector specific Aspects	<p>There may be standalone Aspects for the sector.</p> <p>Organizations should consider the sector specific Aspects in this document together with the Aspects in the G4 Guidelines when defining the content of the report. The process for selecting material Aspects is described on pages 31-40 of the G4 Guidelines – Implementation Manual.</p> <p>The final selection of material Aspects may contain Aspects from the G4 Guidelines and sector specific Aspects from this Sector Disclosures document.</p>
Sector specific Guidance for DMA	
Sector specific Guidance for DMA (Disclosures on Management Approach)	<p>For each material Aspect identified (either from the G4 Guidelines or this Sector Disclosures document), organizations should report the Generic DMA (G4-DMA), for both Core and Comprehensive ‘in accordance’ options. The Generic DMA (G4-DMA) can be found on page 46 of the G4 Guidelines – Reporting Principles and Standard Disclosures.</p> <p>There may be sector specific Guidance for the DMA, for either G4 Aspects or sector specific Aspects. The sector specific Guidance for the DMA is designed to provide additional detail on the information to report for the Aspect. It is not a requirement to be ‘in accordance’, for neither Core nor Comprehensive.</p> <p>In the G3.1 Event Organizers Sector Supplement, the sector specific Guidance for the DMA is considered to be a requirement. For this reason, organizations should consult the sector specific Guidance for the DMA when preparing a sustainability report.</p>
Sector additions to G4 Indicators	
Additional disclosure requirements for G4 Indicators	<p>There may be additional disclosure requirements for any of the Indicators included in the G4 Guidelines.</p> <p>For the ‘in accordance’ Core option: organizations choose at least one Indicator related to each identified material Aspect in G4 to report against. Organizations should report the additional disclosure requirements for the sector, if available, related to the chosen G4 Indicator(s).</p> <p>For the ‘in accordance’ Comprehensive option: organizations should report all Indicators available for the identified material Aspects in G4. Organizations should report all additional disclosure requirements for the sector, if available, related to the chosen G4 Indicators.</p> <p><i>(*) Reasons for omission may apply in exceptional cases.</i></p>

(*) **Please note:** If it is not possible to disclose certain information required by the Event Organizers Sector Disclosures, reasons for omission may apply in exceptional cases. Please consult the reasons for omission on page 13 of the [G4 Guidelines – Reporting Principles and Standard Disclosures](#).

↓ SPECIFIC STANDARD DISCLOSURES FOR THE SECTOR CONTINUED

SPECIFIC STANDARD DISCLOSURES FOR THE SECTOR	
Type of Sector Disclosure	Explanation
Sector additions to G4 Indicators (cont.)	
Additional Guidance to G4 Indicators	<p>There may be additional sector Guidance for any of the Indicators included in the G4 Guidelines. It is not a requirement to be 'in accordance', for neither Core nor Comprehensive.</p> <p>Organizations should consult this Guidance when preparing a sustainability report.</p>
Sector specific Indicators	
Sector specific Indicators located under G4 Aspects	<p>There may be standalone sector specific Indicators added to existing G4 Aspects.</p> <p>Indicators are reported for material Aspects only as follows:</p> <p>For the 'in accordance' Core option: for each of the G4 Aspects identified as material, organizations should report at least one Indicator from the G4 Guidelines and (if available) one Indicator from the Sector Disclosures document related to the material Aspects.</p> <p>For the 'in accordance' Comprehensive option: for each of the G4 Aspects identified as material, organizations should report all the Indicators from the G4 Guidelines and (if available) all the Indicators from the Sector Disclosures document related to the material Aspects.</p> <p>These Indicators are labeled EO2, EO3, EO4, etc.</p> <p><i>(*) Reasons for omission may apply in exceptional cases.</i></p>
Sector specific Indicators located under sector specific Aspects	<p>There may be standalone sector specific Indicators located under sector specific Aspects.</p> <p>Indicators are reported for material Aspects only as follows:</p> <p>For the 'in accordance' Core option: organizations should report at least one Indicator related to the sector specific Aspects identified as material.</p> <p>For the 'in accordance' Comprehensive option: organizations should report all the Indicators related to the sector specific Aspects identified as material.</p> <p>These Indicators are labeled EO1, EO5, EO6, etc.</p> <p><i>(*) Reasons for omission may apply in exceptional cases.</i></p>

(*) Please note: If it is not possible to disclose certain information required by the Event Organizers Sector Disclosures, reasons for omission may apply in exceptional cases. Please consult the reasons for omission on page 13 of the [G4 Guidelines – Reporting Principles and Standard Disclosures](#).

NOTES FOR EXPERIENCED GRI REPORTERS

GRI has made available a series of resources to help GRI sector reporters in their transition from G3/G3.1 to G4:

- [*G4 Frequently Asked Questions*](#)
- [*Overview of changes in Standard Disclosures from G3.1 to G4 Guidelines*](#)
- [*Overview of changes in Standard Disclosures from G3 to G4 Guidelines*](#)

The naming conventions of the GRI Standard Disclosures (including Indicators) have changed in G4. Consult the above tables for an overview of the changes in Standard Disclosures.

Annex I of this document provides an overview of how the Sector Disclosures have been re-organized to fit the new structure of the G4 Guidelines and includes references to the original disclosures' location in the Event Organizers Sector Supplement (2012). For ease of reference, the Sector Disclosures' labels used in the Sector Supplement (EO1, EO2, EO3, etc.) have been retained.

NOTES FOR FIRST-TIME REPORTERS

First-time reporters are advised to consult and familiarize themselves with the contents of the G4 Guidelines before they start using the Sector Disclosures.

It is not necessary for first-time reporters to consult the Event Organizers Sector Supplement (2012).

Note to users of an electronic version of this document:

Throughout Section 3, page references to Section 4 are hyperlinked. Clicking on these page references takes the user to the relevant page. To return to the previous view, please right click and select "Previous View" or click "alt" + left arrow.

2

INTRODUCTORY SECTION FOR THE EVENT ORGANIZERS SECTOR

2.1 WHAT ARE THE EVENT ORGANIZERS SECTOR DISCLOSURES?

The Event Organizers Sector Disclosures document contains guidance that enables event organizers to provide qualitative and quantitative information on their sustainability performance.

GRI's Guidelines are often used by companies that manufacture a product. In the event sector, the event is the manufactured product. Therefore, in the Event Organizers Sector Disclosures the 'product' is interpreted as an event or, where relevant, as products made or sold by event organizers.

For the majority of the reporting Categories, the event organizer's reporting scope will be its business operations and event operations. For the Product Responsibility Category, the event organizer's reporting scope will be the event only.

The Event Organizers Sector Disclosures provide reporting guidance that is suitable for all types and sizes of event. This includes business events (including exhibitions, meetings and conferences), sports events and cultural events (including festivals).

2.2 HOW DO YOU USE THE EVENT ORGANIZERS SECTOR DISCLOSURES?

This reporting guidance covers the complete project life cycle of an event from bid or tender to planning, execution and, finally, post-event. The Sector Disclosures can be used to report before or after the event has taken place. Robust forecasting of the event impacts, and reporting before the event occurs, can provide useful data to influence decision making and ensure optimal event legacy. When reporting, consider whether including a forecast or estimated projection of future impact might be relevant.

The reporting guidance supports event organizers in communicating plans, actual performance and legacies at regular intervals; for example, an initial report on sustainability plans, an interim report on progress, and a final report on the actual event and legacy performance.

Event organizers can use this guidance to report regularly on multiple or one off events. The Sector Disclosures cover the reporting organization's event and other activities, including business operations during the planning of the event.

The Event Organizers Sector Disclosures can be used by the event organizer or by other bodies involved with the management of the event (including corporate, governmental and non-governmental bodies). The Sector Disclosures can also be used as a reference for long-term environmental and socio-economic impact reporting conducted by third parties after the event.

Engaging Stakeholders

The Sector Disclosures address a range of stakeholder interests, including those of event attendees, participants, workforce, sponsors, governments, NGOs, media communities, and special interest groups.

Actors in the event supply chain (venues, caterers, etc.) will need to contribute data to the event organizer to provide report content. Suppliers who are keen to generate their own reports are able to do so using the GRI Guidelines.

The Event Organizers Sector Disclosures investigate accountability for decisions specific to the event sector, such as those associated with:

- Site selection
- Recruiting and training of the event workforce, participants and volunteers
- Sourcing of materials, supplies and services
- Managing impacts on communities, natural environments, and local and global economies associated with the event
- Planning and managing potential legacies
- Accessibility

2.3 WHY USE THE EVENT ORGANIZERS SECTOR DISCLOSURES?

The concept of sustainability in the event sector is increasingly important. The development of internationally recognized frameworks such as ISO 20121 and the Event Organizers Sector Disclosures provide the sector with guidance on how to report, and manage, sustainability performance.

Stakeholder expectations for transparency and requirements for sustainability disclosure are increasing. An event organizer's management approach and business practices are particularly important because of the perception by some stakeholders that organizations are not transparent about all practices. Event organizers that report their management approach and the results of their practices can benefit in a number of ways, including:

- Brand enhancement and associated economic benefits
- Financial savings resulting from increased monitoring and evaluation of resource use
- Increased understanding of potential economic, environmental and social impacts
- Ability to benchmark and compare data
- Risk avoidance

GRI's Event Organizers Sector Disclosures provide event organizers with an opportunity to communicate their sustainability journey, at the same time as generating economic, environmental and social benefits.

3

EVENT ORGANIZERS SECTOR DISCLOSURES

3.1 OVERVIEW OF CONTENT FOR THE EVENT ORGANIZERS SECTOR

GENERAL STANDARD DISCLOSURES				
<ul style="list-style-type: none"> • Strategy and Analysis + • Organizational Profile + • Identified Material Aspects and Boundaries + • Stakeholder Engagement + 		<ul style="list-style-type: none"> • Report Profile • Governance + • Ethics and Integrity 		
SPECIFIC STANDARD DISCLOSURES				
Category	Economic		Environmental	
Aspects ¹	<ul style="list-style-type: none"> • Economic Performance + • Market Presence • Indirect Economic Impacts + • Procurement/Sourcing Practices + • Overall ++ 		<ul style="list-style-type: none"> • Materials + • Energy + • Water + • Biodiversity • Emissions + • Effluents and Waste + • Products and Services + • Compliance + • Transport + • Overall + • Supplier Environmental Assessment • Environmental Grievance Mechanisms 	
Category	Social			
Sub-Categories	Labor Practices and Decent Work	Human Rights	Society	Product Responsibility
Aspects ¹	<ul style="list-style-type: none"> • Employment + • Labor/Management Relations • Occupational Health and Safety + • Training and Education + • Diversity and Equal Opportunity • Equal Remuneration for Women and Men • Supplier Assessment for Labor Practices • Labor Practices Grievance Mechanisms 	<ul style="list-style-type: none"> • Investment + • Non-discrimination • Freedom of Association and Collective Bargaining • Child Labor • Forced or Compulsory Labor • Security Practices + • Indigenous Rights • Assessment + • Supplier Human Rights Assessment • Human Rights Grievance Mechanisms 	<ul style="list-style-type: none"> • Local Communities + • Anti-corruption + • Public Policy • Anti-competitive Behavior • Compliance • Supplier Assessment for Impacts on Society • Grievance Mechanisms for Impacts on Society • Inclusivity ++ 	<ul style="list-style-type: none"> • Customer Health and Safety + • Product and Service Labeling + • Marketing Communications + • Customer Privacy + • Compliance + • Food and Beverage ++ • Soft and Hard Legacies ++

1) The word **topic** is used in the Guidelines to refer to any possible sustainability subject. The word **Aspect** is used in the Guidelines to refer to the list of subjects covered by the Guidelines.

+ G4 General Standard Disclosures and G4 Aspects where sector specific content has been added.

++ Sector specific Aspects.

3.2 GENERAL STANDARD DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR

GENERAL STANDARD DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Section	Sector Disclosures
Strategy and Analysis	<p>SECTOR ADDITIONS TO G4 GENERAL STANDARD DISCLOSURES</p> <p>G4-1  Additional disclosure requirements Goals may be provided for the coming 3-5 years, or an appropriate time period to cover the organization's life cycle and activities.</p> <p> <i>See entire G4-1 in the G4 Implementation Manual p. 23</i></p> <p>G4-2  Additional disclosure requirements Section Two should also focus on the impact of sustainability trends, risks, and opportunities on the long-term prospects and financial performance of the organization in relation to the delivery and content of an event or events.</p> <p>Section Two should concentrate on information relevant to all other stakeholders, in addition to financial stakeholders.</p> <p> <i>See entire G4-2 in the G4 Implementation Manual p. 24</i></p>
Organizational Profile	<p>SECTOR ADDITIONS TO G4 GENERAL STANDARD DISCLOSURES</p> <p>G4-4  Additional disclosure requirements Report the primary events.</p> <p> <i>See entire G4-4 in the G4 Implementation Manual p. 25</i></p> <p>G4-9  Additional disclosure requirements Report the total number of people in the workforce, including employees, volunteers, and contracted labor, and any participants who provide content to an event, such as athletes, artists or speakers.</p> <p>As part of the total number of operations, include the number of event organizers' business, office, headquarters and subsidiary locations, as well as event sites, locations, and destinations in the present and future reporting cycle.</p> <p>Report the quantity of events. When disclosing the quantity of events, provide context with the total number of events, participants who are content providers and attendees as defined in the glossary p. 57.</p> <p> <i>See entire G4-9 in the G4 Implementation Manual p. 26</i></p>

↓ GENERAL STANDARD DISCLOSURES FOR THE SECTOR CONTINUED

GENERAL STANDARD DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Section	Sector Disclosures
Organizational Profile (cont.)	<p>SECTOR ADDITIONS TO G4 GENERAL STANDARD DISCLOSURES (CONT.)</p> <p>G4-10  Additional disclosure requirements</p> <p>In addition to the breakdown by employees and supervised workers, provide a breakdown of total workforce by volunteers, contracted labor and any participants who provide content including athletes, artists or speakers, and by gender.</p> <p>As part of the total workforce include paid employees, volunteers, contracted labor and any participants who provide content to an event such as athletes, artists or speakers, by region and gender.</p> <p> Additional Guidance</p> <p>Compilation</p> <p>Identify volunteers, contracted labor and any participants who provide content to an event such as athletes, artists or speakers as part of the total workforce (in addition to employees and supervised workers) by gender working for the organization at the end of the reporting period.</p> <p>Definitions</p> <p>Employee</p> <p>See definition of 'Employee' in the G4 Implementation Manual p. 247.</p> <p>In these Sector Disclosures, 'employee' includes seconded staff.</p> <p>Participants</p> <p>People involved and contributing to the content of the event. In these Sector Disclosures, includes athletes, performers, speakers, exhibitors, contestants or others who play a visible role in an event.</p> <p>Total workforce</p> <p>See definition of 'Total workforce' in the G4 Implementation Manual p. 253.</p> <p>In these Sector Disclosures, 'total workforce' includes paid employees, volunteers, and contracted labor, and any participants who provide content to an event, such as athletes, artists or speakers.</p> <p>Volunteer</p> <p>An individual engaged in an unpaid activity (except for reimbursement of expenses) of their own free will for the benefit of a third party (e.g., the event organizer) or society at large.</p> <p> See entire G4-10 in the G4 Implementation Manual pp. 26-27</p>

↓ GENERAL STANDARD DISCLOSURES FOR THE SECTOR CONTINUED

GENERAL STANDARD DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Section	Sector Disclosures
Organizational Profile (cont.)	<p>SECTOR ADDITIONS TO G4 GENERAL STANDARD DISCLOSURES (CONT.)</p> <p>G4-14  Additional Guidance A response to this Standard Disclosure could address the organization’s approach to the development and introduction of new events.</p> <p> See entire G4-14 in the G4 Implementation Manual p. 30</p>
Identified Material Aspects and Boundaries	<p>SECTOR ADDITIONS TO G4 GENERAL STANDARD DISCLOSURES</p> <p>G4-17  Additional Guidance Entities include venues and event locations.</p> <p> See entire G4-17 in the G4 Implementation Manual p. 31</p> <p>G4-20  Additional Guidance Entities include venues and event locations.</p> <p> See entire G4-20 in the G4 Implementation Manual p. 41</p> <p>G4-21  Additional Guidance Entities include venues and event locations.</p> <p> See entire G4-21 in the G4 Implementation Manual p. 41</p>
Stakeholder Engagement	<p>SECTOR ADDITIONS TO G4 GENERAL STANDARD DISCLOSURES</p> <p>G4-24  Additional Guidance For the purpose of these Sector Disclosures, ‘civil society’ includes NGOs; and ‘shareholders and providers of capital’ include sponsors.</p> <p>Additional examples of stakeholder groups are:</p> <ul style="list-style-type: none"> • Social Enterprises²; • Volunteers; • Indigenous people; • Attendees; • Participants who are content providers; • Governments and authorities; • Media. <p> See entire G4-24 in the G4 Implementation Manual p. 43</p>

2) Social Enterprise: An organization that combines social and economic missions in its provision of goods and services.

↓ GENERAL STANDARD DISCLOSURES FOR THE SECTOR CONTINUED

GENERAL STANDARD DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Section	Sector Disclosures
Governance	<p>SECTOR ADDITIONS TO G4 GENERAL STANDARD DISCLOSURES</p> <p> Additional Guidance The highest governance body may include authorities, partners, sponsors and funders.</p> <p> See entire G4-34 in the G4 Implementation Manual p. 52</p>

3.3 SPECIFIC STANDARD DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR

IMPORTANT NOTE

This section is organized by (sub-)Category and Aspect. For each (sub-)Category, G4 Aspects are presented first and the sector specific Aspects are presented last. Only G4 Aspects that contain sector additions are presented in this section.

The following Aspects and related disclosures should only be reported if they have been identified as material. The Reporting Principles for Defining Report Content have been designed to assist organizations in identifying material Aspects. (The description of these Principles, as well as Guidance on how to apply them, can be found in the [G4 Implementation Manual](#) on pp. 9-13 and pp. 31-40.)

CATEGORY: ECONOMIC

ECONOMIC DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Economic Performance	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <div style="display: flex; align-items: center;">  <p>Additional Guidance</p> </div> <p>Describe processes and practices regarding revenue and expenditure on grants, penalties, fines, commissions, value in kind, royalties and other benefits.</p>

↓ ECONOMIC DISCLOSURES FOR THE SECTOR CONTINUED

ECONOMIC DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Economic Performance (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EC1 DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED</p> <p> Additional Guidance</p> <p>Relevance In order to be transparent about the generation and distribution of economic value, it is important for event organizers to provide information about revenue generated by commissions, grants, penalties, value in kind, royalties, fines and other benefits.</p> <p>Compilation 'Revenues' include revenues generated from commissions, grants, penalties, value in kind, royalties, fines and other benefits, including data reported in EO9 'Type and sustainability performance of sourcing initiatives'; and monetary value of fines levied and collected from suppliers, participants who are content providers and attendees.</p> <p>'Operating costs' also include employee induction costs (where outside trainers are used).</p> <p>Definitions Supplier See definition of 'Supplier' in the G4 Implementation Manual p. 253.</p> <p>In these Sector Disclosures, 'supplier' includes service providers.</p> <p> See entire G4-EC1 in the G4 Implementation Manual pp. 69-70</p> <p>G4-EC2 FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES FOR THE ORGANIZATION'S ACTIVITIES DUE TO CLIMATE CHANGE</p> <p> Additional disclosure requirements Report opportunities to provide new events to address challenges related to climate change.</p> <p>Report initiatives to mitigate risks and maximize opportunities associated with climate change for the organization, the event and relevant stakeholders (e.g., adaptation measures, emissions reduction).</p> <p> See entire G4-EC2 in the G4 Implementation Manual pp. 71-72</p>

↓ ECONOMIC DISCLOSURES FOR THE SECTOR CONTINUED

ECONOMIC DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Indirect Economic Impacts	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EC8 SIGNIFICANT INDIRECT ECONOMIC IMPACTS, INCLUDING THE EXTENT OF IMPACTS</p> <p> Additional Guidance</p> <p>Relevance For management purposes, indirect economic impacts are an important indication of where opportunities may emerge to expand competitive advantage.</p> <p>Refer to EO13 for reporting on number, type and impact of physical and technological legacies.</p> <p>Compilation Sector specific examples include:</p> <ul style="list-style-type: none"> • Availability of events for those on low incomes • Business supported or created in the supply chain or distribution chain • Economic impact of the use of events • Economic impacts on destination and local communities (e.g., increased tourism) • Economic impact for participants as a result of networking (e.g., tradeshow) <p>Documentation Event budget, documents related to capital spending versus event spending, tourism, convention and visitor statistical reports, chambers of commerce and trade associations' statistical reports, research reports, governmental statistics.</p> <p> See entire G4-EC8 in the G4 Implementation Manual pp. 80-81</p>

↓ ECONOMIC DISCLOSURES FOR THE SECTOR CONTINUED

ECONOMIC DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Procurement/Sourcing Practices	<p>SECTOR SPECIFIC INTRODUCTION FOR THE ASPECT</p> <p>The Procurement/Sourcing Practices Aspect addresses the extent to which event organizers’ suppliers are compliant with sustainable sourcing policies, and the nature of financial and in-kind benefits received by event organizers from suppliers.</p> <p>This is covered through disclosure on event organizers’ sustainable sourcing initiatives, and analysis of suppliers, the benefits they provide, and the percentage of the event organizers’ workforce that receives benefits.</p> <p>Sourcing and procurement of products and services is one of the most significant areas where event organizers can make a difference to their sustainability performance.</p> <p>A major component of event production consists of the products and services provided by the supply chain. The acquisition of products and services has the potential to have significant impacts, but if managed correctly can be used to make positive contributions towards the event organizer’s sustainability performance and the meeting of specific objectives and targets.</p> <p>The control and influence that event organizers have over their contracted and extended supply chain will vary greatly, but it is important to provide transparent reporting on this. It is also important to consider and clarify the composition of the event organizer’s supply chain – for example, direct suppliers, venues, merchandise licensees, sponsors and other delivery partners.</p> <p>References</p> <ul style="list-style-type: none"> • WRI Ecosystem Services Review • ISO 14001 • International Fair Trade Standards being developed by World Fair Trade Organization www.wfto.com

↓ ECONOMIC DISCLOSURES FOR THE SECTOR CONTINUED

ECONOMIC DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Procurement/Sourcing Practices (cont.)	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance</p> <p>Report how issues that are considered material are incorporated into the organization's sourcing strategies and processes.</p> <p>The following are examples that could be considered part of the reporting organization's sourcing strategy:</p> <ul style="list-style-type: none"> • Labor practices; • Health and safety; • Diversity and inclusivity; • Animal events (products) and animal welfare; • Plant products; • Timber products; • Environmental and social impact of raw and secondary materials use; • Use and conservation of non-renewable and renewable resources; • Community impacts and benefits; • Supplier selection, due diligence, contract management and assurance; • Sales commissions and rebates; and • Conflict of interest, anti-competitive conduct, fraud, bribery, incentives, gifts and gratuities. <p>Report how the sourcing of products that carry a certification mark related to sustainability has formed part of the organization's strategy. Report compliance with compulsory or voluntary standards specific to products and services.</p> <p>Report on the integration of sustainability considerations throughout the organization's supply chain, with reference to purchasing criteria.</p> <p> See entire Aspect-specific Guidance for DMA in the G4 Implementation Manual p. 82</p>
	<p>SECTOR SPECIFIC INDICATORS</p> <p>EO9 TYPE AND SUSTAINABILITY PERFORMANCE OF SOURCING INITIATIVES</p> <p>See  disclosure requirements and  Guidance on pp. 59-60</p> <p>EO10 TYPE, AMOUNT AND IMPACT OF BENEFITS, FINANCIAL AND IN KIND, RECEIVED BY THE EVENT ORGANIZER FROM SUPPLIERS</p> <p>See  disclosure requirements and  Guidance on p. 61</p>

↓ ECONOMIC DISCLOSURES FOR THE SECTOR CONTINUED

ECONOMIC DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
Sector specific Aspects	
Overall	<p>SECTOR SPECIFIC INDICATORS</p> <p>EO1 DIRECT ECONOMIC IMPACTS AND VALUE CREATION AS A RESULT OF SUSTAINABILITY INITIATIVES</p> <p>See  disclosure requirements and  Guidance on p. 62</p>

CATEGORY: ENVIRONMENTAL

ENVIRONMENTAL DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Materials	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EN1 MATERIALS USED BY WEIGHT OR VOLUME</p> <p> Additional Guidance</p> <p>Relevance</p> <p>Event organizers usually do not manufacture products, but instead purchase finished products and services from their supply chains, which are diverse.</p> <p>Refer to the Procurement/Sourcing Practices Aspect to disclose the management approach for sourcing materials.</p> <p> See entire G4-EN1 in the G4 Implementation Manual p. 86</p> <p>G4-EN2 PERCENTAGE OF MATERIALS USED THAT ARE RECYCLED INPUT MATERIALS</p> <p> Additional Guidance</p> <p>Relevance</p> <p>Event organizers usually do not manufacture products, but instead purchase finished products and services from their supply chains, which vary in size and complexity.</p> <p>Refer to the Procurement/Sourcing Practices Aspect to disclose the management approach with respect to sourcing recycled input materials.</p> <p> See entire G4-EN2 in the G4 Implementation Manual p. 87</p>
	Energy

↓ ENVIRONMENTAL DISCLOSURES FOR THE SECTOR CONTINUED

ENVIRONMENTAL DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Energy (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EN3 ENERGY CONSUMPTION WITHIN THE ORGANIZATION</p> <p>Additional disclosure requirements</p> <p>Include the fuel mix of the electricity provided by the energy utility to the event organizer or venue. If the fuel mix of the electricity cannot be obtained, report the local, regional or national averages for electricity generation, which may be published by government departments for energy or environment, or by a national body or agency for energy.</p> <p>Additional Guidance</p> <p>Compilation</p> <p>In the context of events, energy may be generated and consumed on-site and not supplied by an external grid. It may include permanent or temporary power generation using purchased energy sources within venues or facilities (e.g., a temporary generator), and fuel combustion in vehicles owned or controlled by the event organizer. Event organizers are invited not only to report about energy source (renewable and non-renewable), but also about their mix of energy sources, potentially including smallscale renewable energy production (solar, wind, etc.).</p> <p>Event organizers may be able to produce, extract, harvest, collect or convert energy from sources that are not purchased (e.g., sun, wind).</p> <p>In the context of events, energy may not be generated on-site but supplied to the event organizer by an external energy provider (national, regional or local grid), often via the venue. These energy sources may be non-renewable, renewable, or a mix.</p> <p>Use G4-EN4 'Energy consumption outside of the organization' to report on indirect energy consumed by subcontracted suppliers or by activities undertaken as a consequence of the event but not controlled by the event organizers, such as the fuel consumed by those travelling to the event.</p> <p>Biofuels include biogas.</p> <p>Definitions</p> <p>Renewable energy sources</p> <p>See definition of 'Renewable energy sources' in the <i>G4 Implementation Manual</i> p. 251.</p> <p>'Renewable energy sources' include biogas.</p> <p><i>See entire G4-EN3 in the <i>G4 Implementation Manual</i> pp. 89-90</i></p>

↓ ENVIRONMENTAL DISCLOSURES FOR THE SECTOR CONTINUED

ENVIRONMENTAL DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Energy (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS (CONT.)</p> <p>G4-EN6 REDUCTION OF ENERGY CONSUMPTION</p> <p> Additional Guidance</p> <p>Relevance This information enables calculations of greenhouse gas emissions reductions for G4-EN19 'Reduction of greenhouse gas (GHG) emissions'. This could cover Scope 1, 2 and 3 of the WRI/WBCSD GHG Protocol.</p> <p>This Indicator is on reporting energy saved due to conservation and efficiency improvements. Refer to G4-EN3 'Energy consumption within the organization' for reporting energy consumption.</p> <p>Compilation Methodologies and assumptions used to calculate and measure reduction of energy consumption could require the use of baseline or business as usual assumptions.</p> <p>Definitions</p> <p>Baseline See definition of 'Baseline' in the G4 Implementation Manual p. 245.</p> <p>Business as usual An unchanged operating scenario. In these Sector Disclosures, where a previous event does not exist or previous events' impacts have not been measured, then a business as usual approach can be taken which calculates projected impacts if sustainability initiatives were not introduced.</p> <p>For example, projected energy consumption before conservation measures are in place is 'business as usual'. This gives a projected baseline to measure reduction at the planning stage and compare actual event impacts against.</p> <p>Documentation Fuel invoices, venue meter readings, data from previous events.</p> <p> See entire G4-EN6 in the G4 Implementation Manual p. 94</p>

↓ ENVIRONMENTAL DISCLOSURES FOR THE SECTOR CONTINUED

ENVIRONMENTAL DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Energy (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS (CONT.)</p> <p>G4-EN7 REDUCTIONS IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES</p> <p> Additional disclosure requirements Report the reductions in the energy requirements of events achieved during the reporting period, in joules or multiples.</p> <p> Additional Guidance</p> <p>Relevance This Indicator refers to the energy saving initiatives of energy efficient or renewable energy-based events, products (including those sold or given away) and services distributed or provided in connection with the event organizer and its activities.</p> <p>Compilation Quantified reductions in the energy requirements can be estimated using the data reported under Indicator G4-EN6. Refer to EO1 for reporting direct economic impacts as a result of sustainability initiatives.</p> <p> See entire G4-EN7 in the G4 Implementation Manual p. 95</p>
Water	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance Report initiatives undertaken to achieve reductions in water consumption.</p>
	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EN8 TOTAL WATER WITHDRAWAL BY SOURCE</p> <p> Additional disclosure requirements Report the total volume of bottled water distributed.</p> <p>If water needs to be transported to the event site, report the total volume of water transported.</p> <p>Report total volume of water withdrawn by event specific metrics, e.g., per attendee per day.</p> <p>Report volume of water saved due to initiatives, including conservation and efficiency improvements, and clarify the key assumptions and methodologies of the initiatives.</p> <p> See entire G4-EN8 in the G4 Implementation Manual p. 97</p>

↓ ENVIRONMENTAL DISCLOSURES FOR THE SECTOR CONTINUED

ENVIRONMENTAL DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Emissions	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EN20 EMISSIONS OF OZONE-DEPLETING SUBSTANCES (ODS)  Additional Guidance Relevance This Indicator is unlikely to be relevant for an event organizer given that they would not typically manufacture products that contain ozone-depleting substances. Ozone-depleting substances may be emitted from products during their use and disposal at events. Ozone-depleting substances contained or emitted from products during their usage and disposal are not covered by this Indicator.</p> <p> See entire G4-EN20 in the G4 Implementation Manual p. 118</p> <p>G4-EN21 NO_x, SO_x, AND OTHER SIGNIFICANT AIR EMISSIONS  Additional Guidance Relevance In the context of an event, sources of air pollution may include vehicles, temporary generators and boilers. Also refer to G4-EN30 and EO2 for reporting on this Indicator.</p> <p> See entire G4-EN21 in the G4 Implementation Manual pp. 119-120</p>
	Effluents and Waste

↓ ENVIRONMENTAL DISCLOSURES FOR THE SECTOR CONTINUED

ENVIRONMENTAL DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Effluents and Waste (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS (CONT.)</p> <p>G4-EN23 TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD</p> <p> Additional disclosure requirements</p> <p>Report the key assumptions and methodologies used to compile the information in response to this Indicator, from event planning through execution.</p> <p>Report waste avoided due to initiatives and efficiency improvements and clarify key assumptions and methodologies.</p> <p> See entire G4-EN23 in the G4 Implementation Manual p. 123</p>
	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA Additional Guidance</p> <p>Report initiatives in the reporting period to mitigate the most significant environmental impacts of events in relation to:</p> <ul style="list-style-type: none"> • Materials use (such as use of non-renewable, energy-intensive, toxic materials) • Water use (such as volumes used during production or use) • Emissions (such as GHG, toxic, ozone-depleting emissions) • Effluents (such as quality of water used during production or use) • Noise • Waste (such as non-reclaimable, toxic materials or compounds)
Products and Services	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EN27 EXTENT OF IMPACT MITIGATION OF ENVIRONMENTAL IMPACTS OF PRODUCTS AND SERVICES</p> <p> Additional disclosure requirements</p> <p>Report quantitatively the extent to which environmental impacts of events have been mitigated during the reporting period.</p> <p> Additional Guidance</p> <p>Relevance</p> <p>Event organizers usually do not manufacture products, but instead purchase finished products and services from their supply chains, which are diverse.</p> <p>Refer to the Procurement/Sourcing Practices Aspect to disclose the management approach and Indicators with respect to the sourcing of products and services.</p> <p>Compilation</p> <p>Use-oriented figures may include the use at the event.</p> <p> See entire G4-EN27 in the G4 Implementation Manual p. 128</p>

↓ ENVIRONMENTAL DISCLOSURES FOR THE SECTOR CONTINUED

ENVIRONMENTAL DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Products and Services (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS (CONT.)</p> <p>G4-EN28 PERCENTAGE OF PRODUCTS SOLD AND THEIR PACKAGING MATERIALS THAT ARE RECLAIMED BY CATEGORY</p> <p> Additional Guidance</p> <p>Relevance</p> <p>In the context of these Sector Disclosures, event organizers should focus on packaged items that are made available to attendees (e.g., food and beverages, merchandise, etc.) in the lead up to, during, and after the event.</p> <p>Refer to G4-EN23, G4-EN27 and the Procurement/Sourcing Practices Aspect for reporting on other event-related packaging issues.</p> <p>Compilation</p> <p>'Reclaimed products' refer to products provided or sold.</p> <p>Definitions</p> <p>Reclaimed</p> <p>See definition of 'Reclaimed' in the <i>G4 Implementation Manual</i> p. 251.</p> <p>It also refers to recovered substances in a pure or usable form from refuse and discarded articles.</p> <p> See entire G4-EN28 in the <i>G4 Implementation Manual</i> p. 129</p>
Compliance	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance</p> <p>Report initiatives or policies in place to ensure compliance with environmental laws and regulations, including international declarations, conventions and treaties.</p> <p>Definitions</p> <p>Environmental laws and regulations</p> <p>See definition of 'Environmental laws and regulations' in the <i>G4 Implementation Manual</i> p. 248.</p> <p>It also refers to regulations related to animal welfare applicable to the organization.</p>

↓ ENVIRONMENTAL DISCLOSURES FOR THE SECTOR CONTINUED

ENVIRONMENTAL DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Compliance (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p> G4-EN29 MONETARY VALUE OF SIGNIFICANT FINES AND TOTAL NUMBER OF NON-MONETARY SANCTIONS FOR NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS</p> <p> Additional Guidance</p> <p>Relevance Refer to G4-PR9 for reporting the monetary value of significant fines for non-compliance with laws and regulations concerning the event and the provision and use of its products and services.</p> <p>Definitions <i>Environmental laws and regulations</i> See definition of 'Environmental laws and regulations' in the G4 Implementation Manual p. 248.</p> <p>It also refers to regulations related to animal welfare applicable to the organization.</p> <p> See entire G4-EN29 in the G4 Implementation Manual p. 131</p>

↓ ENVIRONMENTAL DISCLOSURES FOR THE SECTOR CONTINUED

ENVIRONMENTAL DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Transport	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EN30 SIGNIFICANT ENVIRONMENTAL IMPACTS OF TRANSPORTING PRODUCTS AND OTHER GOODS AND MATERIALS FOR THE ORGANIZATION'S OPERATIONS, AND TRANSPORTING MEMBERS OF THE WORKFORCE</p> <p>Additional disclosure requirements</p> <p>Report the significant socio-economic impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce. Where quantitative data is not provided, report the reason.</p> <p>Report how the socio-economic impacts of transporting products, members of the organization's workforce, and other goods and materials are mitigated.</p> <p>Report the criteria and methodology used to determine which socio-economic impacts are significant.</p> <p>Additional Guidance</p> <p>Relevance</p> <p>The transportation of products, goods, materials and members of the workforce can also have significant socio-economic impacts on local communities including disruption, noise and changes in accessibility.</p> <p>For some organizations, particularly those with extensive supply and distribution networks, socio-economic impacts associated with logistics may represent a major part of their social footprint. Assessing the socio-economic impacts of transporting products, goods, and materials for logistical purposes, and transporting members of the organization's workforce, is part of a comprehensive approach to planning socio-economic management strategies.</p> <p>Transport of attendees can be such a significant environmental and socio-economic impact that it should be reported separately within EO2 and EO3.</p> <p>Refer to G4-EC8 for reporting on 'Significant indirect economic impacts, including the extent of impacts' and to EO13 for reporting the 'Number, type and impact of physical and technological legacies'.</p>

↓ ENVIRONMENTAL DISCLOSURES FOR THE SECTOR CONTINUED

ENVIRONMENTAL DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Transport (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS (CONT.)</p> <p>G4-EN30 Compilation (cont.) Identify the significant socio-economic impacts of the modes of transportation used by the organization.</p> <p>The analysis of significant environmental impacts of the modes of transportation used by the organization also includes, at a minimum:</p> <ul style="list-style-type: none"> • Nuisance, in addition to noise; • Health and safety; • Security; • Biodiversity; • Water; • Accessibility; • Infrastructural and operational capacity; and • Disruption to neighborhood amenity. <p>Identify the significant socio-economic impacts of the modes of transportation used by the organization. The analysis includes, at a minimum:</p> <ul style="list-style-type: none"> • Energy use (such as oil, kerosene, fuel, electricity) • Emissions (such as greenhouse gas emissions, ozone-depleting substances, NO_x, SO_x, and other air emissions) • Effluents (such as different kinds of chemicals) • Waste (such as different types of packaging material) • Noise and nuisance • Spills (such as spills of chemicals, oils, and fuels) • Health and safety • Security • Biodiversity • Water • Accessibility • Infrastructural and operational capacity • Disruption to neighborhood amenity <p>Workforce includes employees, volunteers, and contracted labor, and may include participants who are content providers</p> <p>Definitions Operation See definition of 'Operation' in the <i>G4 Implementation Manual</i> p. 250.</p> <p>In these Sector Disclosures, 'operation' refers to the event organizers' business locations, event locations, satellite event sites, and all locations used in the event life cycle.</p> <p> See entire G4-EN30 in the <i>G4 Implementation Manual</i> p. 133</p>

↓ ENVIRONMENTAL DISCLOSURES FOR THE SECTOR CONTINUED

ENVIRONMENTAL DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Transport (cont.)	<p>SECTOR SPECIFIC INDICATORS</p> <p> MODES OF TRANSPORT TAKEN BY ATTENDEES AS A PERCENTAGE OF TOTAL TRANSPORTATION, AND INITIATIVES TO ENCOURAGE THE USE OF SUSTAINABLE TRANSPORT OPTIONS See  disclosure requirements and  Guidance on pp. 63-64</p> <p> SIGNIFICANT ENVIRONMENTAL AND SOCIO-ECONOMIC IMPACTS OF TRANSPORTING ATTENDEES TO AND FROM THE EVENT, AND INITIATIVES TAKEN TO ADDRESS THE IMPACTS See  disclosure requirements and  Guidance on p. 65</p>
Overall	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p> TOTAL ENVIRONMENTAL PROTECTION EXPENDITURES AND INVESTMENTS BY TYPE  Additional Guidance Relevance Refer to EO1 for reporting on direct economic impacts as a result of sustainability initiatives.</p> <p> See entire G4-EN31 in the G4 Implementation Manual p. 135</p>

CATEGORY: SOCIAL

SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK

Introduction

The relevance of participants such as athletes and performers should be considered when addressing the Labor Practices and Decent Work Aspects.

Additional References to the sub-Category Labor Practices and Decent Work

- United Nations Convention on the Rights of Persons with Disabilities.

LABOR PRACTICES AND DECENT WORK DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Employment	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance</p> <p>Report brief, organization-wide policy (or policies) that defines the organization’s overall commitment related to employee turnover, employee retention and compensation during peak work periods.</p> <p> See entire Aspect-specific Guidance for DMA in the G4 Implementation Manual pp. 144-145</p>
	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-LA1  TOTAL NUMBER AND RATES OF NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER BY AGE GROUP, GENDER AND REGION</p> <p> Additional disclosure requirements</p> <p>In addition to the breakdown by age group, gender and region, provide a breakdown of the total number and rate of new employee hires during the reporting period by status (full time and part-time employees, freelancers and contracted staff).</p> <p>In addition to the breakdown by age group, gender and region, provide a breakdown of the total number and rate of employee turnover during the reporting period by status (full time and part-time employees, freelancers and contracted staff).</p> <p>Report the total number and rate of new volunteer hires during the reporting period, by age group, gender and region.</p> <p>Report the total number and rate of volunteer turnover during the reporting period, by age group, gender and region.</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

LABOR PRACTICES AND DECENT WORK DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Employment (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS (CONT.)</p> <p>G4-LA1  Additional Guidance</p> <p>Relevance</p> <p>(cont.) The number, age, gender, and region of new volunteer hires of the organization can indicate the organization’s strategy and ability to attract diverse qualified volunteers.</p> <p>A high rate of volunteer turnover can indicate levels of uncertainty and dissatisfaction among volunteers, or may signal a fundamental change in the structure of the organization’s core operations.</p> <p>A high turnover of volunteers within the event sector is to be anticipated, as it is usual for volunteers to be brought into an event for a specific time period only. For example, volunteers may only be needed on the days that an event is underway.</p> <p>Compilation</p> <p>Identify the total number of new employee hires during the reporting period by status (full time and part-time employees, freelancers and contracted staff).</p> <p>Identify the employee turnover during the reporting period by status (full time and part-time employees, freelancers and contracted staff).</p> <p>Identify the total number of volunteers starting their engagement during the reporting period, by age group: under 30 years old, 30-50 years old, over 50 years old, gender and region.</p> <p>Identify the volunteer turnover during the reporting period, by age group: under 30 years old, 30-50 years old, over 50 years old, gender and region.</p> <p>Rates should be calculated using the total volunteer numbers at the end of the reporting period.</p> <p>Definitions</p> <p>Employee turnover See definition of ‘Employee turnover’ in the G4 Implementation Manual p. 247.</p> <p>In these Sector Disclosures, this includes employees and volunteers, full-time and part-time employees, freelancers and contracted staff.</p> <p>New volunteer engagement New volunteers joining the organization for the first time.</p> <p> See entire G4-LA1 in the G4 Implementation Manual p. 146</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

LABOR PRACTICES AND DECENT WORK DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR

Aspects	Sector Disclosures
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G4 Aspects

Occupational Health and Safety

SECTOR SPECIFIC GUIDANCE FOR DMA



Additional Guidance

Members of the workforce include employees, volunteers, contracted labor and any participants who provide content to an event such as athletes, artists or speakers.

See entire Aspect-specific Guidance for DMA in the [G4 Implementation Manual](#) p. 151

SECTOR ADDITIONS TO G4 INDICATORS



PERCENTAGE OF TOTAL WORKFORCE REPRESENTED IN FORMAL JOINT MANAGEMENT-WORKER HEALTH AND SAFETY COMMITTEES THAT HELP MONITOR AND ADVISE ON OCCUPATIONAL HEALTH AND SAFETY PROGRAMS

Additional Guidance

Compilation

Total workforce includes employees, volunteers, contracted labor and any participants who provide content to an event such as athletes, artists or speakers.

See entire G4-LA5 in the [G4 Implementation Manual](#) p. 152



TYPE OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND TOTAL NUMBER OF WORK-RELATED FATALITIES, BY REGION AND BY GENDER

Additional Guidance

Compilation

Total workforce includes paid employees, volunteers, contracted labor and any participants who provide content to an event such as athletes, artists or speakers.

Definitions

Participants

People involved and contributing to the content of the event. In these Sector Disclosures, includes athletes, performers, speakers, exhibitors, contestants or others who play a visible role in an event.

Total workforce

See definition of 'Total workforce' in the [G4 Implementation Manual](#) p. 253.

In these Sector Disclosures, 'total workforce' includes paid employees, volunteers, and contracted labor, and any participants who provide content to an event, such as athletes, artists or speakers.

Volunteer

An individual engaged in an unpaid activity (except for reimbursement of expenses) of their own free will for the benefit of a third party (e.g., the event organizer) or society at large.

See entire G4-LA6 in the [G4 Implementation Manual](#) pp. 153-154

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

LABOR PRACTICES AND DECENT WORK DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR

Aspects	Sector Disclosures
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G4 Aspects

Training and Education

SECTOR SPECIFIC GUIDANCE FOR DMA

 **Additional Guidance**
Describe procedures related to training and raising awareness among stakeholders during the event life cycle in relation to environmental matters.

SECTOR ADDITIONS TO G4 INDICATORS

 **AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE BY GENDER, AND BY EMPLOYEE CATEGORY**

 **Additional disclosure requirements**
Report the average number of hours of training and induction per year per volunteer using the following formula:

$$\frac{\text{Total number of hours per employee category}}{\text{Total number of volunteers}}$$

Report the average number of hours of training per year per volunteer by gender using the following formula:

$$\frac{\text{Total number of hours for volunteers by gender}}{\text{Total number of volunteers by gender}}$$

 **Additional Guidance**

Relevance
Maintaining and improving human capital, particularly through training that expands the knowledge base of volunteers, is a key element in organizational development.

Compilation
Identify the total number of volunteers, by gender. Use the information from G4-10.

Identify the total number of training hours undertaken throughout the reporting period for volunteers and for each of the employment categories.

In determining which training programs to track and report, consider training that is required by regulators, addresses the key risks of events, and adds positive value to the event experience. Examples include training on health and safety, customer service security, anti-doping and anti-corruption.

Definitions

Training
See definition of 'Training' in the *G4 Implementation Manual* p. 253.

It also refers to organizational socialization training including induction.

Volunteer
An individual engaged in an unpaid activity (except for reimbursement of expenses) of their own free will for the benefit of a third party (e.g., the event organizer) or society at large.

 See entire G4-LA9 in the *G4 Implementation Manual* pp. 158-159

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

LABOR PRACTICES AND DECENT WORK DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Training and Education (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS (CONT.)</p> <p>G4-LA10 PROGRAMS FOR SKILLS MANAGEMENT AND LIFELONG LEARNING THAT SUPPORT THE CONTINUED EMPLOYABILITY OF EMPLOYEES AND ASSIST THEM IN MANAGING CAREER ENDINGS</p> <p> Additional disclosure requirements</p> <p>Report the number of employees receiving employee training, the type of training, and how the training could benefit employees' future career.</p> <p> See entire G4-LA10 in the <i>G4 Implementation Manual</i> p. 160</p> <p>G4-LA11 PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS, BY GENDER AND BY EMPLOYEE CATEGORY</p> <p> Additional disclosure requirements</p> <p>Report the percentage of total volunteers by gender who received a formal or informal performance appraisal and review during the reporting period.</p> <p> Additional Guidance</p> <p>Relevance</p> <p>Appraising volunteer performance against common targets aids the personal development of individual volunteers and contributes to both skills management and the development of human capital within the organization. Volunteer satisfaction can also be enhanced, which correlates with improved organizational performance. This Indicator indirectly demonstrates how the organization works to monitor and maintain the skill sets of volunteers. When reported in conjunction with G4-LA10, the Indicator helps illustrate how the organization approaches skills enhancement. The percentage of volunteers receiving regular performance and career development reviews by gender demonstrates the extent to which this system is applied throughout the organization and if there is inequity of access to these opportunities.</p> <p>Compilation</p> <p>Identify the total number of volunteers who received a formal or informal performance appraisal and review broken down by gender and employee category. Use the information from G4-10.</p> <p>Definitions</p> <p>Volunteer</p> <p>An individual engaged in an unpaid activity (except for reimbursement of expenses) of their own free will for the benefit of a third party (e.g., the event organizer) or society at large.</p> <p> See entire G4-LA11 in the <i>G4 Implementation Manual</i> p. 161</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

SUB-CATEGORY: HUMAN RIGHTS

HUMAN RIGHTS DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Investment	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-HR2 TOTAL HOURS OF EMPLOYEE TRAINING ON HUMAN RIGHTS POLICIES OR PROCEDURES CONCERNING ASPECTS OF HUMAN RIGHTS THAT ARE RELEVANT TO OPERATIONS, INCLUDING THE PERCENTAGE OF EMPLOYEES TRAINED</p> <p>Additional disclosure requirements Report the percentage of volunteers in the reporting period trained in human rights policies or procedures concerning aspects of human rights that are relevant to operations.</p> <p>Additional Guidance</p> <p>Relevance The total number of volunteers trained and the amount of training they receive both contribute to an assessment of an organization's depth of knowledge about human rights.</p> <p>Compilation Identify the number of hours devoted to volunteer training, using data from G4-LA9. Identify the total number of volunteers, using data from G4-10. Identify volunteers who have received formal training in the organization's human rights policies or procedures concerning aspects of human rights that are relevant to operations, including the applicability of the human rights policies or procedures to their work. This can refer either to training dedicated to the topic of human rights or to a human rights module within a general training program.</p> <p>Definitions</p> <p>Operation See definition of 'Operation' in the G4 Implementation Manual p. 250. In these Sector Disclosures, 'operation' refers to the event organizers' business locations, event locations, satellite event sites, and all locations used in the event life cycle.</p> <p>Training See definition of 'Training' in the G4 Implementation Manual p. 253. In these Sector Disclosures, 'training' can include technical teaching and social integration or team building.</p> <p>Volunteer An individual engaged in an unpaid activity (except for reimbursement of expenses) of their own free will for the benefit of a third party (e.g., the event organizer) or society at large.</p> <p>See entire G4-HR2 in the G4 Implementation Manual p. 177</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

HUMAN RIGHTS DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Security Practices	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-HR7 PERCENTAGE OF SECURITY PERSONNEL TRAINED IN THE ORGANIZATION'S HUMAN RIGHTS POLICIES OR PROCEDURES THAT ARE RELEVANT TO OPERATIONS</p> <p> Additional disclosure requirements Report the percentage of volunteers performing duties as security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security.</p> <p> Additional Guidance Compilation Identify the total number of security personnel the organization employs directly, including volunteers.</p> <p>Definitions Training See definition of 'Training' in the G4 Implementation Manual p. 253.</p> <p>In these Sector Disclosures, 'training' can include technical teaching and social integration or team building.</p> <p>Volunteer An individual engaged in an unpaid activity (except for reimbursement of expenses) of their own free will for the benefit of a third party (e.g., the event organizer) or society at large.</p> <p> See entire G4-HR7 in the G4 Implementation Manual p. 187</p>
Assessment	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance Identify any specific organizational or sectoral opportunities and risks among sponsors, the event workforce (employees, volunteers, and any participants who provide content to an event, such as athletes, artists or speakers), and communities that relate to human rights, considering internal drivers or practices that could promote or undermine efforts to uphold human rights (e.g., purchasing practices).</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

SUB-CATEGORY: SOCIETY

SOCIETY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Local Communities	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-SO1 PERCENTAGE OF OPERATIONS WITH IMPLEMENTED LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS</p> <p> Additional Guidance</p> <p>Compilation 'Operations' include the event organizer's primary offices, event sites, offsite and satellite events, and any other relevant operations.</p> <p>Definitions <i>Local community</i> See definition of 'Local community' in the G4 Implementation Manual p. 249.</p> <p>Local communities include those at all locations of events and the event organizer's operations, including supply chain.</p> <p>Documentation Potential sources of information also include baseline studies relevant to the project life cycle.</p> <p> See entire G4-SO1 in the G4 Implementation Manual pp. 200-201</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

SOCIETY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Local Communities (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS (CONT.)</p> <p>G4-SO2 OPERATIONS WITH SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE IMPACTS ON LOCAL COMMUNITIES</p> <p> Additional Guidance</p> <p>Compilation</p> <p>Volume and type of pollution released includes but is not limited to:</p> <ul style="list-style-type: none"> • littering; • noise; • lighting; and • air pollution. <p>The exposure of the local community to the organization’s operations due to higher than average use of shared resources or impact on shared resources may also include:</p> <ul style="list-style-type: none"> • Pedestrian and vehicle traffic congestion due to events and people entering and exiting the primary, satellite or offsite event sites. <p>Definitions</p> <p><i>Operations with significant actual and potential negative impacts on local communities</i></p> <p>See definition of ‘Operations with significant actual and potential negative impacts on local communities’ in the G4 Implementation Manual p. 250.</p> <p>In these Sector Disclosures, this refers to the event organizers’ business locations, event locations, satellite event sites, and all locations used in the event life cycle.</p> <p> See entire G4-SO2 in the G4 Implementation Manual pp. 202-203</p> <p>SECTOR SPECIFIC INDICATORS</p> <p>EO4 EXPRESSIONS OF DISSENT BY TYPE, ISSUE, SCALE AND RESPONSE</p> <p>See  disclosure requirements and  Guidance on p. 66</p>
Anti-corruption	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance</p> <p>Describe specific organizational policy or policies to investigate allegations of corruption.</p> <p> See entire Aspect-specific Guidance for DMA in the G4 Implementation Manual p. 205</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

SOCIETY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Anti-corruption (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <div style="display: flex; align-items: flex-start; margin-top: 10px;"> <div style="border: 1px solid #ccc; padding: 5px; margin-right: 10px; text-align: center;"> G4-S03 </div> <div> <p>TOTAL NUMBER AND PERCENTAGE OF OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION AND THE SIGNIFICANT RISKS IDENTIFIED</p> <p> Additional Guidance</p> <p>Relevance</p> <p>Transparency and integrity during the bidding, site selection, supply chain management, infrastructure construction, delivery processes, event execution and communication have an impact on event reputation and final event success.</p> <p>Definitions</p> <p>Operation</p> <p>See definition of 'Operation' in the G4 Implementation Manual p. 250.</p> <p>In these Sector Disclosures, 'operation' refers to the event organizers' business locations, event locations, satellite event sites, and all locations used in the event life cycle.</p> <p> See entire G4-S03 in the G4 Implementation Manual p. 206</p> </div> </div>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

SOCIETY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Anti-corruption (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS (CONT.)</p> <div style="display: flex; align-items: center; margin-bottom: 10px;"> <div style="border: 1px solid black; padding: 5px; margin-right: 10px;">G4-SO4</div> <div> <p>COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES</p> <p> Additional disclosure requirements</p> <p>Report the total number and percentage of volunteers, participants who provide content to an event, such as athletes, artists or speakers, and contractors and contracted labor such as for waste, security, cleaning and catering that have received training on anti-corruption.</p> <p>In the context of sports events, report on anti-doping and anti-bribery training for employees, volunteers, contracted labor and participants including athletes, artists or speakers.</p> <p>Report the percentage of employees, volunteers, contracted labor and any participants who provide content to an event such as athletes, artists or speakers, who have received training on protection of confidential information.</p> <p> Additional Guidance</p> <p>Relevance</p> <p>During the life cycle of an event (including bidding, site selection, supply chain management, infrastructure construction, delivery processes, event execution and communication), the transparency and integrity of the event and event organizer is dependent on the understanding and involvement of workforce members.</p> <p>This Indicator includes the event workforce (employees, volunteers and any participants who provide content to an event such as athletes, artists or speakers), contractors and contracted labor such as for waste, security, cleaning and catering.</p> <p>Compilation</p> <p>Identify the total number of volunteers, participants who provide content to an event, such as athletes, artists or speakers, and contractors and contracted labor such as for waste, security, cleaning, and catering, using the data from G4-10.</p> <p>Definitions</p> <p>Volunteer</p> <p>An individual engaged in an unpaid activity (except for reimbursement of expenses) of their own free will for the benefit of a third party (e.g., the event organizer) or society at large.</p> <p> See entire G4-SO4 in the G4 Implementation Manual p. 207</p> </div> </div>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

SOCIETY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Anti-corruption (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS (CONT.)</p> <p>G4-SO5 CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN</p> <p>Additional disclosure requirements</p> <p>Report the total number of confirmed incidents in which volunteers, contractors and participants who are content providers were dismissed or disciplined for corruption.</p> <p>Report actions taken to encourage reporting of potential corruption from within and outside the organization.</p> <p>Report actions taken in response to allegations of corruption, including the process for receiving, reviewing, investigating and responding to allegations.</p> <p>Report public legal cases regarding corruption brought against other members of the workforce, in addition to employees, during the reporting period and the outcomes of such cases.</p> <p>Report actions taken in response to incidents of wrong-doing through the event project cycle. In all events, this should encourage ethical business conduct, for example in how assets are used by employees and other members of the workforce and how gifting is managed. In sporting events, include actions in response to incidents of doping, match fixing and result manipulation.</p> <p>Additional Guidance</p> <p>Relevance</p> <p>In events, incidents of wrong-doing can damage the reputation not only of the event but also of a sport, business or cultural activity as a whole.</p> <p>Definitions</p> <p>Wrong-doing</p> <p>Violations of standards of behavior. In these Sector Disclosures, wrong-doing includes acts that are corrupt, illegal, dishonest or inappropriate.</p> <p><i>See entire G4-SO5 in the G4 Implementation Manual p. 208</i></p>
Sector specific Aspects	
Inclusivity	<p>SECTOR SPECIFIC INDICATORS</p> <p>EO5 TYPE AND IMPACTS OF INITIATIVES TO CREATE A SOCIALLY INCLUSIVE EVENT</p> <p>See disclosure requirements and Guidance on pp. 67-68</p> <p>EO6 TYPE AND IMPACTS OF INITIATIVES TO CREATE AN ACCESSIBLE ENVIRONMENT</p> <p>See disclosure requirements and Guidance on p. 69</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

SUB-CATEGORY: PRODUCT RESPONSIBILITY

Introduction

In this Category, the term ‘product’ means the event unless otherwise stated. While these Sector Disclosures are designed to facilitate reporting on the event organizer’s company responsibility and event, this Category should be used to focus on the attendee and participant’s event experience.

It includes the event experience, the use of products and services during the event, and any other interactions and impacts of the event during its life cycle. This may include items used or manufactured for the delivery of the event, or products and services sold or provided at the event.

PRODUCT RESPONSIBILITY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Customer Health and Safety	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance</p> <p>‘Products and services’ should be understood as ‘the event and its products and services’. When describing whether the health and safety impacts of the event and its products and services are assessed for improvement in the different life cycle stages, include assessment of wellbeing impacts.</p> <p>Describe whether the health and safety and wellbeing impacts of the event and its products and services are assessed for improvement in each of the following additional life cycle stages:</p> <ul style="list-style-type: none"> • Development of the event • Licensing • Attendee management (e.g., crowd control) <p> See entire Aspect-specific Guidance for DMA in the G4 Implementation Manual p. 222</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

PRODUCT RESPONSIBILITY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR

Aspects	Sector Disclosures
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G4 Aspects

Customer Health and Safety (cont.)

SECTOR ADDITIONS TO G4 INDICATORS



PERCENTAGE OF SIGNIFICANT PRODUCT AND SERVICE CATEGORIES FOR WHICH HEALTH AND SAFETY IMPACTS ARE ASSESSED FOR IMPROVEMENT

Additional disclosure requirements

Report the total number of significant product and service categories for which health and safety impacts are assessed for improvement, in addition to the percentage.

Report the total number and percentage of significant events for which health and safety impacts are assessed for improvement.

Additional Guidance

Relevance

Refer to EO4 for reporting on number, type and issue of expressions of dissent, and organization’s responses.

This measure helps to identify the existence and scope of systematic efforts to address the wellbeing and health and safety of customers and participants who are content providers, across the life cycle of an event and its products and/or services. Customers and participants who are content providers expect the event, products and services to perform their intended functions satisfactorily, and not pose a risk to wellbeing and health and safety. Crowd control at an event is one example of a wellbeing and health and safety consideration.

Efforts made to protect the wellbeing and health and safety of those who use or deliver the event and its products/services have direct impacts on an organization’s reputation, the organization’s legal and financial risk due to recall, cancellation, interruption, early termination and curtailment, market differentiation in relation to quality, and employee motivation and that of volunteers, contractors, and participants who are content providers.

Definitions

Customer

Purchaser or user of goods or services. In these Sector Disclosures, customer may refer to attendees and spectators, people buying merchandise (who may not be attending the event), or a client purchasing services from the organizer.

Customer wellbeing

Customer satisfaction and happiness. In these Sector Disclosures, customer wellbeing includes, but goes beyond, health and safety.

Documentation

Potential sources of information also include the organization’s event management team, health and safety departments, as well as the documentation collected through event evaluations, surveys and incident reports.

See entire G4-PR1 in the [G4 Implementation Manual p. 223](#)

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

PRODUCT RESPONSIBILITY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Customer Health and Safety (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS (CONT.)</p> <p>G4-PR2 TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING THE HEALTH AND SAFETY IMPACTS OF PRODUCTS AND SERVICES DURING THEIR LIFE CYCLE, BY TYPE OF OUTCOMES</p> <p>Additional disclosure requirements</p> <p>'Products and services' should be understood as 'the event and its products and services'.</p> <p>Include incidents of non-compliance with regulations and voluntary codes concerning the wellbeing impacts of the event and its products and services, in addition to health and safety impacts.</p> <p>Break down the total number of incidents of non-compliance with regulations and voluntary codes concerning the wellbeing and health and safety impacts of the event and its products and services within the reporting period, by the following additional types of outcomes:</p> <ul style="list-style-type: none"> • Incidents of non-compliance with anti-doping policies; and • Incidents of hooliganism. <p>Additional Guidance</p> <p>Relevance</p> <p>Protection of health and safety and the wellbeing of customers and participants who are content providers is a recognized goal of many national and international regulations.</p> <p>In addition to direct financial consequences (refer to G4-PR9), ongoing non-compliance poses increased financial risk due to damage to both reputation and workforce (employees volunteers, contracted labor and any participants who are content providers) motivation.</p> <p>This Indicator addresses the life cycle of the event and its products or services once they are available for use and therefore subject to regulations and voluntary codes concerning the health and safety of products and services.</p> <p>Compilation</p> <p>Identify the total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of the event and its products and services during the reporting period.</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

PRODUCT RESPONSIBILITY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Customer Health and Safety (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS (CONT.)</p> <p>G4-PR2 Definitions <i>Customer</i> (cont.) Purchaser or user of goods or services. In these Sector Disclosures, customer may refer to attendees and spectators, people buying merchandise (who may not be attending the event), or a client purchasing services from the organizer.</p> <p><i>Customer wellbeing</i> Customer satisfaction and happiness. In these Sector Disclosures, customer wellbeing includes, but goes beyond, health and safety.</p> <p>Documentation Potential sources of information also include the organization’s event management team, medical teams, health and safety departments, as well as the documentation collected through attendee feedback.</p> <p>References</p> <ul style="list-style-type: none"> World Anti-Doping Agency: www.wada-ama.org <p> See entire G4-PR2 in the G4 Implementation Manual p. 224</p>
	<p>SECTOR SPECIFIC INDICATORS</p> <p>EO7 NUMBER AND TYPE OF INJURIES, FATALITIES AND NOTIFIABLE INCIDENTS FOR ATTENDEES, AND OTHER RELEVANT STAKEHOLDERS See  disclosure requirements and  Guidance on p. 70</p>
Product and Service Labeling	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance Describe organization-wide practices in place to assess and maintain the satisfaction of participants who are content providers. These may include:</p> <ul style="list-style-type: none"> The frequency of measuring customer satisfaction Standard requirements regarding methodologies of surveys Mechanisms for customers to provide feedback <p>Definitions <i>Customer</i> Purchaser or user of goods or services. In these Sector Disclosures, customer may refer to attendees and spectators, people buying merchandise (who may not be attending the event), or a client purchasing services from the organizer.</p> <p> See entire Aspect-specific Guidance for DMA in the G4 Implementation Manual p. 225</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

PRODUCT RESPONSIBILITY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Product and Service Labeling (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-PR3 TYPE OF PRODUCT AND SERVICE INFORMATION REQUIRED BY THE ORGANIZATION’S PROCEDURES FOR PRODUCT AND SERVICE INFORMATION AND LABELING, AND PERCENTAGE OF SIGNIFICANT PRODUCT AND SERVICE CATEGORIES SUBJECT TO SUCH INFORMATION REQUIREMENTS</p> <p>Additional disclosure requirements</p> <p>‘Products and services’ should be understood as ‘the event and its products and services.’ For this Indicator, ‘content’ refers to physical content, particularly with regard to services, products and substances that might produce an environmental or social impact, in addition to substances.</p> <p>Additional Guidance</p> <p>Relevance</p> <p>It is important for event organizers to communicate the sustainability aspects of the event to the attendees and participants who are content providers.</p> <p>Compliance with strategies for brand and market differentiation may include initiatives such as management systems certification, etc.</p> <p>Compilation</p> <p>Examples for an event could include:</p> <ul style="list-style-type: none"> • Percentage of products offered at an event that are made from recycled material or other sustainable materials; • Extent to which a management system covers the event; and • Number of visitors to a tradeshow and the system used for audit and verification. <p>Definitions</p> <p>Attendees</p> <p>People who are present at an event. In these Sector Disclosures, refers to delegates, customers, clients, audience, fans, spectators, or others present at the event.</p> <p>Participants</p> <p>People involved and contributing to the content of the event. In these Sector Disclosures, includes athletes, performers, speakers, exhibitors, contestants or others who play a visible role in an event.</p> <p>Documentation</p> <p>Potential sources of information also include the event management team, external auditors, marketing department, and the documentation collected through attendee survey forms.</p> <p> See entire G4-PR3 in the G4 Implementation Manual p. 226</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

PRODUCT RESPONSIBILITY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Product and Service Labeling (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS (CONT.)</p> <p> TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING PRODUCT AND SERVICE INFORMATION AND LABELING, BY TYPE OF OUTCOMES</p> <p> Additional disclosure requirements 'Products and services' should be understood as 'the event and its products and services'.</p> <p> Additional Guidance</p> <p>Relevance This Indicator covers non-compliance with regulations and voluntary codes at or during the event.</p> <p>Documentation Potential sources of information also include the organization's event management team, marketing department, as well as documentation collected through attendee surveys.</p> <p> See entire G4-PR4 in the G4 Implementation Manual p. 227</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

PRODUCT RESPONSIBILITY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Product and Service Labeling (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS (CONT.)</p> <p>G4-PR5 RESULTS OF SURVEYS MEASURING CUSTOMER SATISFACTION</p> <p> Additional disclosure requirements</p> <p>Report the results or key conclusions of customer satisfaction surveys (based on statistically relevant sample sizes) conducted in the reporting period relating to information about:</p> <ul style="list-style-type: none"> • The event, including access to basic services and facilities. <p> Additional Guidance</p> <p>Relevance</p> <p>Attendee and participant (content provider) satisfaction is one measure of an organization’s sensitivity to its customers’ needs and preferences and, from an organizational perspective, is essential for long-term success.</p> <p>Definitions</p> <p>Attendees</p> <p>People who are present at an event. In these Sector Disclosures, refers to delegates, customers, clients, audience, fans, spectators, or others present at the event.</p> <p>Customer</p> <p>Purchaser or user of goods or services. In these Sector Disclosures, customer may refer to attendees and spectators, people buying merchandise (who may not be attending the event), or a client purchasing services from the organizer.</p> <p>Participants</p> <p>People involved and contributing to the content of the event. In these Sector Disclosures, includes athletes, performers, speakers, exhibitors, contestants or others who play a visible role in an event.</p> <p>Documentation</p> <p>Potential sources of information also include documents from the organization’s event management team, marketing, and attendee surveys.</p> <p> See entire G4-PR5 in the G4 Implementation Manual p. 228</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

PRODUCT RESPONSIBILITY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Marketing Communications	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-PR6 SALE OF BANNED OR DISPUTED PRODUCTS</p> <p> Additional disclosure requirements</p> <p>In the context of event organizers, 'sold products' refer to outsourced products.</p> <p>Report whether the organization provides events that are:</p> <ul style="list-style-type: none"> • Banned in certain markets • The subject of stakeholder questions or public debate <p>Report how the organization has responded to questions or concerns regarding these events and its services.</p> <p> Additional Guidance</p> <p>Documentation</p> <p>Potential sources of information also include documents from the organization's event management team, and operations department.</p> <p> See entire G4-PR6 in the G4 Implementation Manual p. 230</p> <p>G4-PR7 TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING MARKETING COMMUNICATIONS, INCLUDING ADVERTISING, PROMOTION, AND SPONSORSHIP, BY TYPE OF OUTCOMES</p> <p> Additional Guidance</p> <p>Documentation</p> <p>Potential sources of information also include documents from the organization's event management team.</p> <p> See entire G4-PR7 in the G4 Implementation Manual p. 231</p>
Customer Privacy	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-PR8 TOTAL NUMBER OF SUBSTANTIATED COMPLAINTS REGARDING BREACHES OF CUSTOMER PRIVACY AND LOSSES OF CUSTOMER DATA</p> <p> Additional Guidance</p> <p>Definitions</p> <p>Customer</p> <p>Purchaser or user of goods or services. In these Sector Disclosures, customer may refer to attendees and spectators, people buying merchandise (who may not be attending the event), or a client purchasing services from the organizer.</p> <p> See entire G4-PR8 in the G4 Implementation Manual p. 233</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

PRODUCT RESPONSIBILITY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
G4 Aspects	
Compliance	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance The reporting organization should disclose whether the event is delivered in accordance with a recognized standard.</p>
	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-PR9 MONETARY VALUE OF SIGNIFICANT FINES FOR NON-COMPLIANCE WITH LAWS AND REGULATIONS CONCERNING THE PROVISION AND USE OF PRODUCTS AND SERVICES</p> <p> Additional Guidance</p> <p>Relevance For an event, this could include fines for non-compliance for issues such as match fixing, fraud, health and safety breaches, unauthorized use of public spaces, or the erection of signage without legal permission.</p> <p>Refer to G4-EN29 for reporting on monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations.</p> <p>Compilation Identify administrative or judicial sanctions levied against the organization for failure to comply with voluntary codes concerning the event and the provision and use of the organization’s products and services.</p> <p> See entire G4-PR9 in the G4 Implementation Manual p. 235</p>
Sector specific Aspects	
Food and Beverage	<p>SECTOR SPECIFIC INDICATORS</p> <p>EO8 PERCENTAGE OF AND ACCESS TO FOOD AND BEVERAGE THAT MEETS THE ORGANIZER’S POLICIES OR LOCAL, NATIONAL OR INTERNATIONAL STANDARDS</p> <p>See  disclosure requirements and  Guidance on p. 71</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

PRODUCT RESPONSIBILITY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
Sector specific Aspects	
Soft and Hard Legacies	<p>SECTOR SPECIFIC INTRODUCTION FOR THE ASPECT</p> <p>The Soft and Hard Legacies Aspect addresses the long-term effects of events on stakeholders, infrastructure, environment, economy and society.</p> <p>This is covered through disclosure on initiatives related to awareness-raising and knowledge sharing, the transfer of best practice and lessons learned, and the number, type and impact of actual event legacies.</p> <p>The legacy of an event can be explained as the event’s long-term effect on its stakeholders and on infrastructure, environment, economy or society at local, national, and global levels. The most positive event legacy can be an enhanced infrastructure, environment, economy or society compared to the pre-event situation.</p> <p>The consideration of legacy begins at the strategic planning stage of an event and affects all stages of an event’s life cycle. Events of all sizes can leave a legacy.</p> <p>Legacy impacts can include:</p> <ul style="list-style-type: none"> • Individual, organizational and cultural changes in attitudes and behaviors; • New approaches to planning and convening events; • Enhanced capacity including new skills, jobs and business opportunities (these can be identified as soft legacies); • Economic impacts on the community and the region; • Improved physical infrastructure; and • Improved local physical environment (these can be identified as hard legacies). <p>There are legacies that are known, clearly defined and evident in the life cycle of the event, and anticipated legacies, which have the potential to occur in the future.</p> <p>Performance in relation to legacy can demonstrate the level of consideration for sustainability within an organization and event. Understanding the contribution made to the wider economy, environment and society is often not evident until post-event, and for this reason is often overlooked in reporting.</p> <p>The concept of legacy should be considered at every point in the event life cycle. Legacy performance can be reported throughout the Event Organizers Sector Disclosures.</p> <p>The chart on the next page highlights how different Standard Disclosures relate to the Soft and Hard Legacies Aspect.</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

PRODUCT RESPONSIBILITY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR			
Aspects	Sector Disclosures		
Sector specific Aspects			
Soft and Hard Legacies (cont.)	SECTOR SPECIFIC INTRODUCTION FOR THE ASPECT (CONT.)		
	STANDARD DISCLOSURES		
	RELATION TO LEGACY		
	GENERAL STANDARD DISCLOSURES		
	Strategy and Analysis	G4-2	Insight into the potential legacy.
	Report Profile	G4-28	Post-event initiatives, outcomes and long-term impacts.
	Governance	G4-34, G4-38	Governance for post-event legacies.
		G4-37, G4-49, G4-53	Stakeholder engagement on legacy goals.
	SPECIFIC STANDARD DISCLOSURES		
	CATEGORY: ECONOMIC		
G4-EC1	Direct economic value generated and distributed	Financial mechanisms, funds and donations. Compilation: Direct economic value generated Economic value distributed Economic value retained Financial investments Community investments	
G4-EC7	Development and impact of infrastructure investments and services supported	Investment into any infrastructure.	
G4-EC8	Significant indirect economic impacts, including the extent of impacts	Post-event results of indirect economic impacts related to legacy.	
EO1	Direct economic impacts and value creation as a result of sustainability initiatives	Programs, solutions or initiatives that have led to increased value evident post event.	

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

PRODUCT RESPONSIBILITY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR			
Aspects	Sector Disclosures		
Sector specific Aspects			
Soft and Hard Legacies (cont.)	SECTOR SPECIFIC INTRODUCTION FOR THE ASPECT (CONT.)		
	STANDARD DISCLOSURES		
	RELATION TO LEGACY		
	CATEGORY: ENVIRONMENTAL		
	G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Improved environmental management facilities and physical infrastructure (e.g. waste management, energy conservation, air protection).
	EO3	Significant environmental and socio-economic impacts of transporting attendees to and from the event, and initiatives taken to address the impacts	Post-event results of initiatives to improve environmental and social impacts of modes of transport used.
	G4-EN31	Total environmental protection expenditures and investments by type	Improved or conserved land areas and habitats.
	CATEGORY: SOCIAL		
	SUB-CATEGORY: SOCIETY		
	G4-SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	Post-event results of local community engagement, impact assessments and development programs.
SUB-CATEGORY: PRODUCT RESPONSIBILITY			
EO11	Number, type and impact of sustainability initiatives designed to raise awareness, share knowledge and impact behavior change, and results achieved	Impact of sustainability initiatives to integrate awareness-raising on sustainability and the amount of projects created.	
EO12	Nature and extent of knowledge transfer of best practice, and lessons learned	Content of knowledge transferred.	
EO13	Number, type and impact of physical and technological legacies	Physical and technological legacies that are known.	

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

PRODUCT RESPONSIBILITY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Sector Disclosures
Sector specific Aspects	
Soft and Hard Legacies (cont.)	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance</p> <p>Provide a concise disclosure on the management approach with reference to the following:</p> <ul style="list-style-type: none"> • Hard legacies (establishing physical legacies, infrastructure, financing, technologies, organizations) • Soft legacies (capacity building and promoting behavior change, knowledge transfer, best practices, systems, procedures) <p>Explain strategy and analysis for long-term vision and targets to deliver hard and soft legacies. Also explain if institutional changes or additional physical and technological infrastructure can be expected due to the number, type and size of the events delivered by the reporting organization.</p> <p>It is also relevant to provide information such as:</p> <ul style="list-style-type: none"> • Description of key long-term legacy impacts, risks and opportunities • Stakeholder interests according to national laws, expectations, standards and norms • Trends, risks and opportunities in the long term for post-event financial stakeholders • Governance mechanisms to manage risks and opportunities in the future <p>Report on policies related to:</p> <ul style="list-style-type: none"> • Making legacies inclusive of key stakeholders, including people with a disability and the previously disadvantaged; • Maintaining transparency in decision-making around legacies; and • Considering legacy during every phase of an event, including bid planning, infrastructure design and pre-event stages. <p>SECTOR SPECIFIC INDICATORS</p> <p>EO11 NUMBER, TYPE AND IMPACT OF SUSTAINABILITY INITIATIVES DESIGNED TO RAISE AWARENESS, SHARE KNOWLEDGE AND IMPACT BEHAVIOR CHANGE, AND RESULTS ACHIEVED See  disclosure requirements and  Guidance on pp. 72-73</p> <p>EO12 NATURE AND EXTENT OF KNOWLEDGE TRANSFER OF BEST PRACTICE, AND LESSONS LEARNED See  disclosure requirements and  Guidance on p. 74</p> <p>EO13 NUMBER, TYPE AND IMPACT OF PHYSICAL AND TECHNOLOGICAL LEGACIES See  disclosure requirements and  Guidance on p. 75</p>

3.4 GLOSSARY

Terms that apply to the sector and which are used throughout the document are listed here. They may be repeated on the pages where they are used. Terms used only once are defined on the relevant page.

- **Accessibility:** Measure of admission, freedom to obtain or approach. In these Sector Disclosures, accessibility refers to the usability of a product, service, environment or facility by people with the widest range of capabilities, ensuring that no barriers (including nonphysical barriers) are preventing the product, service, environment or facility from being used equally, safely, confidently, independently and with dignity by everyone.
- **Accessible environment:** An environment with no barriers (including non-physical barriers) preventing it from being used equally, safely, confidently, independently and with dignity by everyone.
- **Attendees:** People who are present at an event. In these Sector Disclosures, refers to delegates, customers, clients, audience, fans, spectators, or others present at the event.
- **Business as usual:** An unchanged operating scenario. In these Sector Disclosures, where a previous event does not exist or previous events' impacts have not been measured, then a business as usual approach, which calculates projected impacts if sustainability initiatives were not introduced, can be taken. For example, projected energy consumption before conservation measures are in place is 'business as usual'. This gives a projected baseline to measure reduction at the planning stage and compare actual event impacts.
- **Customer:** Purchaser or user of goods or services. In these Sector Disclosures, customer may refer to attendees and spectators, people buying merchandise (who may not be attending the event), or a client purchasing services from the organizer.
- **Customer wellbeing:** Customer satisfaction and happiness. In these Sector Disclosures, customer wellbeing includes, but goes beyond, health and safety.
- **Employee:** See definition of 'Employee' in the [G4 Implementation Manual](#) p. 247. In these Sector Disclosures, 'employee' includes seconded staff.
- **Employee turnover:** See definition of 'Employee turnover' in the [G4 Implementation Manual](#) p. 247. In these Sector Disclosures, this includes employees and volunteers, full-time and part-time employees, freelancers and contracted staff.
- **Event environment:** The setting in which an event takes place. In these Sector Disclosures, event environment refers to primary event sites, offsite and satellite events, and any other relevant areas of service activity, including amenities (such as food, sanitation and accommodation) and transportation to the event.
- **Event life cycle:** The stages that characterize the course of existence of a product or service. In these Sector Disclosures, life cycle signifies event planning, bidding, convening, dissolution and legacy.
- **Event location:** Indoor or outdoor site that includes both the event venue and the surrounding areas.
- **Event sector:** The industry around staging events, including business, cultural and sports events, and meetings and conventions.
- **Inclusive event:** An event that enables stakeholders to:
 - i. freely express who they are, their own opinions and points of view;
 - ii. fully participate in the event equally, safely, confidently, independently, and with dignity regardless of race, age, gender, color, religion, sexual orientation, culture, national origin, income, or disability (mental, intellectual, sensorial and physical); and
 - iii. feel safe from abuse, harassment or unfair criticism.
- **Inclusivity:** The principle of not excluding participants and a fundamental principle of sustainable development which, if adopted, will support the event organizer in delivering an inclusive event. In these Sector Disclosures, refers to the accessibility of an event, including physical access, affordability, access to awareness of the event through public media, the accessibility of event content, and access to benefits from the event for all key stakeholders, including those who may otherwise be unable to participate.
- **Legacy:** Outcomes that endure beyond the event. In these Sector Disclosures, refers to event outputs or outcomes, and includes the enduring physical, economic, social and environmental impacts of an event or events. Legacy also includes new capacities acquired as a consequence of events, such as new knowledge, training, standards, best practices, skills, organizations, systems, relationships, partnerships and innovations.
- **Media:** Press, broadcast, web and social media communications.
- **Operation:** See definition of 'Operation' in the [G4 Implementation Manual](#) p. 250. In these Sector Disclosures, 'operation' refers to the event organizers' business locations, event locations, satellite event sites, and all locations used in the event life cycle.

- **Participants:** People involved and contributing to the content of the event. In these Sector Disclosures, includes athletes, performers, speakers, exhibitors, contestants or others who play a visible role in an event.
- **Reclaimed:** See definition of 'Reclaimed' in the *G4 Implementation Manual* p. 251. It also refers to recovered substances in a pure or usable form from refuse and discarded articles.
- **Repurposed:** To reuse differently. In these Sector Disclosures, an event location that is to be reused for a different purpose, on a long-term basis; or to alter an event site to make it suited to a different purpose.
- **Sourcing:** Procurement practices to find, evaluate, engage and procure suppliers of goods and services.
- **Supplier:** See definition of 'Supplier' in the *G4 Implementation Manual* p. 253. In these Sector Disclosures, 'supplier' includes service providers.
- **Supply chain:** See definition of 'Supply chain' in the *G4 Implementation Manual* p. 253. In these Sector Disclosures, 'supply chain' includes purchased products and services, value in kind, and donations. Parties may include sponsors.
- **Total workforce:** See definition of 'Total workforce' in the *G4 Implementation Manual* p. 253. In these Sector Disclosures, 'total workforce' includes paid employees, volunteers, and contracted labor, and any participants who provide content to an event, such as athletes, artists or speakers.
- **Training:** See definition of 'Training' in the *G4 Implementation Manual* p. 253. In these Sector Disclosures, training and induction can include technical teaching and social integration or team building.
- **Value chain:** The entire process and activities of an organization that lead to a final product or service.
- **Value creation:** Additional or increased benefit delivered by an organization's activities, including brand value and employee satisfaction, among others.
- **Volunteer:** An individual engaged in an unpaid activity (except for reimbursement of expenses) of their own free will for the benefit of a third party (e.g., the event organizer) or society at large.
- **Wrongdoing:** Violations of standards of behavior. In these Sector Disclosures, wrong-doing includes acts that are corrupt, illegal, dishonest or inappropriate.

4

FULL TEXT FOR THE EVENT ORGANIZERS SECTOR DISCLOSURES

4.1 FULL TEXT FOR SPECIFIC STANDARD DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR

CATEGORY: ECONOMIC

G4 Aspect: Procurement/Sourcing Practices

Indicators


 EO9

TYPE AND SUSTAINABILITY PERFORMANCE OF SOURCING INITIATIVES

1. Relevance

Event organizers have the potential to influence the sustainability performance of their event through their sourcing management approach. This Indicator will identify whether companies are working with suppliers that are compliant with their sustainable sourcing policy.

Internationally and nationally recognized production standards, certifications and protocols have been developed for a large number of product categories and industries. Detailed sustainability requirements are included. By complying with these standards, basic levels of sustainability are guaranteed on a large number of issues.

2. Compilation

- 2.1** Report work undertaken to understand sustainability performance with respect to sourcing policies.
- 2.2** Report on type of sustainable sourcing initiatives and quantitative outcomes of sustainable sourcing initiatives, such as:

- Events (products) procured with enhanced sustainability credentials or certifications (for example Marine Stewardship Council, Fair trade, organic, eco-label, industry codes of practice, Rainforest Alliance certification, Forest Stewardship Council);
- Events (products) procured with fair labor practices;
- Reused, recycled or repurposed materials sourced;
- Seasonal and short travelled food;
- Value and/or percentage of spending on local, regional and national target communities;
- Proportion of the supply chain that has been independently audited for sustainability standards.

2.3 Qualitative outcomes of sustainable sourcing initiatives.

- 2.4** Report the extent to which organizational sourcing policies and initiatives have been driven by stakeholder priorities, and national and international protocols and standards.

↓ E09 CONTINUED

3. Definitions**Repurposed**

To reuse differently. In these Sector Disclosures, an event location that is to be reused for a different purpose, on a long-term basis; or to alter an event site to make it suited to a different purpose

Supplier

See definition of 'Supplier' in the *G4 Implementation Manual* p. 253.

In these Sector Disclosures, 'supplier' includes service providers.

4. Documentation

Self-assessment reports, verification reports, purchasing orders, delivery orders, bills, certificates, contracts, supplier declarations, supplier questionnaires, product specifications, Material Safety Data Sheets (MSDS), certification records, chain of custody notes, financial reports on spending in relation to sustainable procurement policy performance.

5. References

None.

EO10

TYPE, AMOUNT AND IMPACT OF BENEFITS, FINANCIAL AND IN KIND, RECEIVED BY THE EVENT ORGANIZER FROM SUPPLIERS**1. Relevance**

In the event industry, the event organizer may receive financial commissions, in kind products and services and other benefits from the supply chain. Transparent reporting in this area is relevant for stakeholders to understand how sourcing decisions could be influenced.

Financial and in kind benefits can be part of regular business practice, but significant benefits or patterns of the provision of benefits can signal an excessive level of supplier influence.

2. Compilation

2.1 Identify practices in place to address the potential risks associated with financial and in kind benefits and to enable transparent reporting. These could include:

- statements in supplier contracts
- negotiation strategies
- royalty agreements

2.2 Identify the type and financial value of each type of financial and in kind benefit received. Benefits should include commissions, gifts and value in kind.

2.3 Identify type of suppliers providing benefits and the percentage of suppliers with whom there is a benefit relationship in place.

2.4 Identify the percentage of the organization's workforce (paid employees, volunteers, contracted labor and, where relevant, participants who are content providers including athletes, artists or speakers) receiving benefits.

2.5 Report the type of financial and in kind benefits received by the organization's workforce.

2.6 Report the financial value of each type of benefit received by the organization's workforce.

2.7 Report the type of suppliers providing benefits and the percentage of suppliers with whom there is a benefit relationship in place.

2.8 Report the percentage of workforce (paid employees, volunteers, and contracted labor, and, where relevant, participants who are content providers including athletes, artists, or speakers) receiving benefits.

3. Definitions**Benefit**

A gain that improves or promotes wellbeing or provides an advantage. In this Indicator, may include for example a gratuity, gift, commission or sole supplier deal.

Supplier

See definition of 'Supplier' in the [G4 Implementation Manual](#) p. 253.

In these Sector Disclosures, 'supplier' includes service providers.

4. Documentation

Client contracts including financial contracts may include this information.

5. References

None.

Sector specific Aspect: Overall

Indicators



EO1

DIRECT ECONOMIC IMPACTS AND VALUE CREATION AS A RESULT OF SUSTAINABILITY INITIATIVES

1. Relevance

Sustainability initiatives can have a positive and negative economic impact on an organization. They also have the potential to create additional economic value.

The financial implications of sustainability initiatives are of interest for many event stakeholders. The business case for sustainability initiatives includes returns on investment such as resource cost savings, increased brand value, competitive advantage and additional revenues. Budgetary savings can result from resource conservation, reduced consumption or reductions in waste volumes, resulting in direct benefits for the event and the organization's financial performance. Value creation can be offered to sponsors, organizers, and other stakeholders through innovative sustainability communication programs.

Performance in this Indicator may further support the business case for embedding sustainability initiatives into ongoing event production and business practice.

Indirect economic impact and value created for the community or other stakeholders is a positive outcome to be reported with G4-EC8.

2. Compilation

2.1 Report direct economic impacts on the reporting organization achieved through sustainability initiatives, for example:

- Energy conservation programs;
- Water conservation programs;
- Responsible printing practices;
- Waste management initiatives;
- Community engagement programs;
- Safety and security programs;
- Sustainable and or responsible sourcing initiatives and solutions.

2.2 Report value creation for the reporting organization, for example:

- Increased amount and scale of sponsorship;
- Increased media reach and impact;
- Enhanced brand value; or
- Product and service innovation.

3. Definitions

Value creation

Additional or increased benefit delivered by an organization's activities, including brand value and employee satisfaction, among others.

4. Documentation

Potential sources of data may include tender documentation, cost estimates for business as usual scenarios, quotes, invoices and reports from suppliers including for environmental services and security, sponsor and media reports.

5. References

None.

CATEGORY: ENVIRONMENTAL

G4 Aspect: Transport

Indicators

EO2

MODES OF TRANSPORT TAKEN BY ATTENDEES AS A PERCENTAGE OF TOTAL TRANSPORTATION, AND INITIATIVES TO ENCOURAGE THE USE OF SUSTAINABLE TRANSPORT OPTIONS

1. Relevance

Attendee transport is often an event's largest environmental impact. Reporting the proportion of different transport modes used can help to define the impacts of the event, provide an overview of the uptake of more sustainable transport options, and identify opportunities for future improvement.

In some event locations, certain transport modes may not be available or appropriate for all attendees. Contextual information should be provided that explains the local transport situation, including the availability of public transport options and the suitability of these options for event attendees.

In many instances, event organizers will not have direct control over how attendees travel to and from the event. Reporting contextual information would be helpful to explain the level of control and influence on attendee behavior, along with the boundary of control and influence that the event organizer has over the transport mode options available.

Refer to EO11 for reporting on number, type and impact of sustainability initiatives designed to raise awareness, share knowledge and impact behavior change and results achieved.

2. Compilation

2.1 Identify the modes of transportation available to attendees to reach the event location or site, and the event related capacity for each, including:

- Train
- Coach (inter-city)
- Shuttle service (e.g., from train station to event gate)
- Urban transport (inner city bus, metro, underground, light rail, tram)
- Taxi, auto rickshaw, bike rickshaw
- Plane
- Private car (including car sharing)

- Motorcycle/scooter
- Non-automotive mode (bicycle, walking, animal)
- Ferry

2.2 Identify transport used by attendees up to the event 'access point' by mode and distance. Identify every mode of transportation taken from origin up to the event 'access point'. This may include multiple journeys and transport modes if attendees have traveled a long distance (e.g., a plane to the host city and a bus to the event location).

2.3 Report a percentage of total transportation, on the basis of number of people or trips, by modes identified in 2.1 and broken down by different distance categories defined in 2.2 (e.g., long distance travel from outside to the event destination, and short distance trips' from accommodation to the venue)

2.4 Report initiatives undertaken to encourage uptake of the most sustainable transport options (e.g., incentives to take bus or bicycle to the event).

2.5 Report any increases in the uptake of more sustainable transport options, where comparable data baselines are available.

3. Definitions

Access point

The point where the event organizer takes over control of attendees' access to the event venue.

Attendees

People who are present at an event. In these Sector Disclosures, refers to delegates, customers, clients, audience, fans, spectators, or others present at the event.

↓ E02 CONTINUED

Baseline

See definition of 'Baseline' in the *G4 Implementation Manual* p. 245.

Event location

Indoor or outdoor site that includes both the event venue and the surrounding areas.

4. Documentation

Information for this Indicator may be found in reports from data providers, and summary reports showing transport mode breakdowns and calculations of total; from ticketing providers (for postcode data on ticket purchases, as a proxy for origin destination); from travel agents or internal staff coordinating travel requirements; local authorities or other bodies that monitor transport within the locality, region, or nation; transport providers and car park operators; surveys; registration reports.

5. References

None.

EO3

SIGNIFICANT ENVIRONMENTAL AND SOCIO-ECONOMIC IMPACTS OF TRANSPORTING ATTENDEES TO AND FROM THE EVENT, AND INITIATIVES TAKEN TO ADDRESS THE IMPACTS

1. Relevance

Attendee transport is often an event's largest environmental impact. Environmental and socio-economic issues associated with transportation to the event include disruption to neighborhood amenity, localized air and noise pollution, health and safety, security, health impacts, along with greenhouse gas emissions from fuel combustion in the various modes of transport. Assessing the significant environmental and socio-economic impacts of transportation is part of a comprehensive approach to event planning.

Refer to G4-EN30 for reporting on significant environmental and socio-economic impacts of transporting products and other goods and materials used for the organization's operations, and transporting members of the workforce.

2. Compilation

2.1 Identify the significant environmental and socio-economic impacts of the transportation for attendees including, but not limited to:

Environmental factors such as:

- Energy use (e.g., oil, kerosene, fuel, electricity)
- Emissions (e.g., greenhouse gas emissions, ozone-depleting substances, NO_x, SO_x, and other air emissions)
- Effluents (e.g., different kinds of chemicals)
- Waste (e.g., different types of packaging material)
- Spills (e.g., spills of chemicals, oils, and fuels)
- Biodiversity
- Water

Socio-economic and local community factors such as:

- Littering
- Noise and nuisance
- Accessibility
- Safety and security
- Damage or deterioration of transport facilities
- Capacity shortage for local transport
- Disruption to neighborhood amenity

2.2 Report criteria and methodology used to determine which environmental and social impacts are significant.

2.3 Report quantifications of the significant environmental and social impacts of this transportation for attendees.

Explain reasons for not including quantitative data when it is not stated.

2.4 Report the assumptions and methodologies used to compile this Indicator's information, from event planning through execution.

2.5 Report initiatives to improve environmental and social performance and improve the sustainability of a given mode of transportation (e.g., switching vehicle fleet from diesel to compressed natural gas or electric).

2.6 Report the results of the initiatives reported in 2.5 on environmental and socio-economic performance.

3. Definitions

Attendees

People who are present at an event. In these Sector Disclosures, refers to delegates, customers, clients, audience, fans, spectators, or others present at the event.

4. Documentation

Information for this Indicator may be found in reports from data providers and summary reports showing transport mode breakdowns and calculations of total; reports from national statistics and transport providers documenting energy demand and relevant emission data of event-related transport vehicles; and from local authorities or other bodies that monitor environmental quality, air and water emissions, noise, littering and relevant local nuisance.

5. References

None.

CATEGORY: SOCIAL

SUB-CATEGORY: SOCIETY

G4 Aspect: Local Communities

Indicators



EO4

EXPRESSIONS OF DISSENT BY TYPE, ISSUE, SCALE AND RESPONSE

1. Relevance

All organizations, particularly those organizing events, have stakeholders with a desire to give feedback which may take the form of an expression of dissent. Managing the process of stakeholder engagement throughout the entire event planning and execution process can have a significant impact on the type and scale of stakeholder dissent.

This Indicator allows organizations to demonstrate the ability to self-correct programs and policies based on stakeholder feedback, and to disclose their mechanisms to accept positive and negative feedback. It also allows organizations to report on expressions of dissent throughout the project life cycle, and how proactive measures have reduced the scale of such expressions or planned for freedom, safety and security of expression.

Refer to Standard Disclosure G4-27 for reporting concerns raised through stakeholder engagement related to general activities and operations.

Refer to the sector specific Guidance for DMA for the Customer Health and Safety Aspect for reporting on crowd control.

2. Compilation

2.1 Identify efforts to track dissent expressed over time, by monitoring or sharing stakeholder evaluation of the event before and after.

2.2 Identify types of expressions of dissent throughout the project cycle, and organizational responses.

2.3 Report on the scale of action taken to express dissent by type, issue, and stakeholder group, including but not limited to physical protests, rallies, marches, petitions submitted, and public commentary.

2.4 Report all relevant initiatives for stakeholder engagement, including public feedback periods during the bid or proposal phase, during planning periods, or before, during and after the event.

2.5 Report proactive measures to manage risks, address stakeholder concerns, and respond to issues and dissent. For example, include reference to any public comment periods, organizational changes based on feedback, and the creation of any public contact point for expressions of dissent such as an ombudsman.

2.6 Report responses by external parties (such as civil society groups, government or external security forces) to expressions of dissent to the event, including any efforts to proactively prepare and integrate these external parties.

3. Definitions

None.

4. Documentation

None.

5. References

None.

Sector specific Aspect: Inclusivity

Indicators

EO5

TYPE AND IMPACTS OF INITIATIVES TO CREATE A SOCIALLY INCLUSIVE EVENT

1. Relevance

An event can increase its sustainability potential by sharing its benefits throughout the event life cycle as fairly and meaningfully as possible across all interested parties regardless of race, age, gender, color, religion, sexual orientation, culture, national origin, income or disability (mental, intellectual, sensorial and physical). Every step should be taken to maximize the inclusivity of the event throughout the event life cycle.

Social inclusivity refers to affordability, access to and awareness of the event through public media, accessibility of event content and other relevant information, and access to benefits from the event for all key stakeholders, including those who may otherwise be unable to participate.

Initiatives to address access difficulties can be reported in EO6 'Type and impacts of initiatives to create an accessible environment'.

2. Compilation

2.1 Report the process of determining key stakeholders that may otherwise or may have previously been excluded from the event environment and from involvement during the event life cycle for economic, confidentiality, social or location reasons, or other reasons of race, age, gender, color, religion, sexual orientation, culture, national origin, income or disability (mental, intellectual, sensorial and physical).

2.2 Report initiatives to include these stakeholders throughout the event life cycle, including but not limited to: bidding, planning, procurement, recruitment, execution, ticketing attendance, communication and post event.

2.3 In the context of an exclusive event, report initiatives to provide access to content that may be relevant to stakeholders of the event.

2.4 Report, in a qualitative and quantitative way, the type and impact of these initiatives to make the event environment inclusive. For example, where initiatives to provide tickets or access to a specific population are implemented, report the number of recipients or the people impacted.

2.5 Report the marketing and communications strategies, designs or amendments that provide access to information, before, during and after the event.

3. Definitions

Accessibility

Measure of admission, freedom to obtain or approach. In these Sector Disclosures, the usability of a product, service, environment or facility by people with the widest range of capabilities, ensuring no barriers (including non-physical barriers) are preventing the product, service, environment or facility from being used equally, safely, confidently, independently, and with dignity by everyone.

Event environment

The setting in which an event takes place. In these Sector Disclosures, event environment refers to primary event sites, offsite and satellite events, and any other relevant areas of service activity, including amenities (such as food, sanitation and accommodation) and transportation to the event.

Event life cycle

The stages that characterize the course of existence of a product or service. In these Sector Disclosures, life cycle signifies event planning, bidding, convening, dissolution and legacy.

Inclusive event

An event that enables stakeholders to:

- i freely express who they are, their own opinions and points of view;
- ii fully participate in the event equally, safely, confidently, independently, and with dignity regardless of race, age, gender, color, religion, sexual orientation, culture, national origin, income, or disability (mental, intellectual, sensorial and physical); and
- iii feel safe from abuse, harassment or unfair criticism.

↓ E05 CONTINUED

Inclusivity

The principle of not excluding participants, and a fundamental principle of sustainable development, which if adopted, will support the event organizer in delivering an inclusive event. In these Sector Disclosures, refers to the accessibility of an event, including physical access, affordability, access to awareness of the event through public media, the accessibility of event content, and access to benefits from the event for all key stakeholders, including those who may otherwise be unable to participate.

4. Documentation

Outreach media or communication groups, and the stated or published purpose and objectives of the event.

5. References

None.

EO6

TYPE AND IMPACTS OF INITIATIVES TO CREATE AN ACCESSIBLE ENVIRONMENT**1. Relevance**

Access is a fundamental component of human rights and social justice. An accessible event environment is one with no barriers (including non-physical barriers) preventing it from being used equally, safely, confidently, independently and with dignity by everyone.

Refer to EO5 to report on broader social inclusivity issues.

2. Compilation

2.1 Report the process for determining key stakeholders and key groups that may otherwise have difficulty accessing the event and the event environment, because of race, age, gender, color, religion, sexual orientation, culture, national origin, income or disability (mental, intellectual, sensorial and physical).

2.2 Report the infrastructural design or infrastructural amendments to provide access for people with access difficulties, including but not limited to signage, accessible transport, accessible pick-up points, amenities, access ramps, lighting design, acoustics and hearing augmentation.

2.3 Report the marketing and communications strategies, designs or amendments that provide access to information about the event environment, before, during and after the event.

2.4 Report evacuation procedures that take account of people with access difficulties.

2.5 Report on compliance with regulations and voluntary codes for preventing access difficulties.

2.6 Report policies regarding training of the workforce (employees, volunteers, contracted labor and any participants who provide content to an event), on the management of access difficulties and management of disability issues.

2.7 Report the qualitative and quantitative impact of these initiatives to make the event environment accessible. For example, increased numbers of attendees and participants who are content providers now able to participate.

3. Definitions**Accessible environment**

An environment with no barriers (including nonphysical barriers) preventing it from being used equally, safely, confidently, independently, and with dignity by everyone.

Event environment

The setting in which an event takes place. In these Sector Disclosures, event environment refers to primary event sites, offsite and satellite events, and any other relevant areas of service activity, including amenities (such as food, sanitation and accommodation) and transportation to the event.

4. Documentation

Outreach, media or communication groups, and the stated or published purposes and objectives of the event.

5. References

- International Organization for Standardization ISO TR 9527:1994 Building construction - Needs of disabled people in buildings - Design guidelines.

SUB-CATEGORY: PRODUCT RESPONSIBILITY

G4 Aspect: Customer Health and Safety

Indicators



E07

NUMBER AND TYPE OF INJURIES, FATALITIES AND NOTIFIABLE INCIDENTS FOR ATTENDEES, AND OTHER RELEVANT STAKEHOLDERS

1. Relevance

The number of injuries and fatalities during an event are a useful indicator to determine health and safety practices for all relevant stakeholders. While the event organizer may not be responsible for all such incidents, reporting on them allows for transparency and opportunities for continual improvement.

Injuries, fatalities and notifiable incidents for employees, volunteers and contractors are not reported on under this Indicator.

2. Compilation

- 2.1 Report total number of injuries, fatalities and notifiable incidents by attendees and other relevant stakeholders (e.g., service providers, local community).
- 2.2 Report type of injuries, fatalities and notifiable incidents by attendees and other relevant stakeholders.
- 2.3 Provide a description of each accident resulting in a fatality and actions taken following the accident. These may be aggregated where the cause of accidents or the actions taken are similar.

3. Definitions

Attendees

People who are present at an event. In these Sector Disclosures, refers to delegates, customers, clients, audience, fans, spectators, or others present at the event.

Event related fatality

The death of an attendee, participant or other relevant stakeholder arising from an event-related injury sustained while at the event.

Event related injury

A non-fatal or fatal injury arising from or in the course of an event.

Notifiable incident

A fatality or injury that is required to be reported by law to the regulator or as a matter of policy.

4. Documentation

Potential information sources include the reporting organization's event management team, medical teams, health and safety team, legal team, research and development departments, as well as documentation collected through quality management systems.

5. References

None.

Sector specific Aspect: Food and Beverage

Indicators

EO8

PERCENTAGE OF AND ACCESS TO FOOD AND BEVERAGE THAT MEETS THE ORGANIZER'S POLICIES OR LOCAL, NATIONAL OR INTERNATIONAL STANDARDS

1. Relevance

Food and beverage is a critical aspect of the attendee and participant experience of an event. Through the provision of food and beverage, event organizers have an opportunity to clearly demonstrate their commitment to sustainability.

Report on environmental impacts of food and beverage packaging, consumables and tableware under Indicators G4-EN23 and G4-EN28.

Report on attendee and participant satisfaction with provision of food and beverage under Indicator G4-PR5.

Report on sourcing of food and beverage (as opposed to attendee and participant experience) under the Sourcing category.

2. Compilation

- 2.1** Identify the organizers' policies and definitions on food and beverages regarding their commitment to sustainability, with reference to national or international standards. For example:
- Vegetarian, meat, fish;
 - Local;
 - Organic;
 - Seasonal;
 - Cultural and religious needs;
 - Dietary and nutritional needs; and
 - Certified under recognized standards.

2.2 Report the percentages of food and beverage offered that reference national and/or international standards as identified in 2.1.

2.3 Report access to drinking water by source (bottled, potable, etc.).

2.4 Report systems used to guarantee health, safety and security of food and beverage provision.

2.5 Report pricing strategies to enable categories of food and beverage identified in 2.1 to be available to participants and attendees.

2.6 Report communication and information and labeling strategies to ensure participants and attendees are aware of food and beverage options as identified in 2.1.

3. Definitions

None.

4. Documentation

Relevant data such as invoices can be drawn from suppliers, or from internal policies such as sourcing and health and safety.

5. References

None.

Sector specific Aspect: Soft and Hard Legacies

Indicators

EO11

NUMBER, TYPE AND IMPACT OF SUSTAINABILITY INITIATIVES DESIGNED TO RAISE AWARENESS, SHARE KNOWLEDGE AND IMPACT BEHAVIOR CHANGE, AND RESULTS ACHIEVED

1. Relevance

Events are a highly effective platform to transfer knowledge to stakeholders and can be an important way for advancing sustainability, driving innovation and developing society. These factors can be used to demonstrate the legacy impact of the event.

Events influence attendees, participants, guests, viewers and others, and can be powerful tools for raising awareness and changing behavior. Throughout the project life cycle, an event organizer can implement sustainability policies and undertake practices and initiatives that may leave a lasting impact, transfer knowledge, and influence behavior change among stakeholders. Events can also facilitate information sharing among gathered attendees and participants, who can learn not only from the event and the event's sustainable operations and content, but also from each other. Such learning and information-sharing can be a tool for long term and lasting behavioral, social, cultural, institutional, and technological change.

Given the nature and scale of events, event organizers have both the responsibility and opportunity to communicate sustainable development principles and influence enduring behavioral change.

Legacies can be those that are known, clearly defined and measured, and evident in the project life cycle, and future legacies that are yet to be defined, including initiatives with potential for a positive legacy.

2. Compilation

2.1 Report the number and type of initiatives and projects occurring in association with the event that have lasting social, environmental or economic impact. Include initiatives to integrate awareness-raising on sustainability into event content throughout the project life cycle. This may include projects supported by event organizers or by independent third parties.

2.2 Report the number and type of activities to transfer knowledge. For example:

- Number of briefing sessions for suppliers;
- Development of standards and local guidelines to improve the organization of an event, and/or to improve other industries, with respect to sustainability
- Webinars, conferences, seminars and workshops organized pre-, during and post-event;
- Number and type of reports published;
- Platforms for information sharing between event stakeholders; and
- Initiatives to include all populations in the event and the provision of its products and services, in terms of legacy, specifically targeted at disadvantaged populations.

2.3 Report the type, number and impact of known activities initiated by stakeholders as a result of new knowledge learned through an event.

2.4 Report the impact of initiatives that have lasting social, environmental or economic impact and that lead to enduring behavior change, post-event and within set time lines.

For example:

- change in transportation modes;
- change in waste recycling rates;
- energy conservation behavior change;
- adoption of sustainable sourcing practices;
- adoption of sustainable operating practices;
- attitude and behavior change on selected social issues, (e.g., accessibility); and
- enhancement of civic pride and cultural identity, through citizen or stakeholder surveys, media monitoring or citizen participation tracking, and the number of people impacted.

↓ E011 CONTINUED

2.5 Report on human capacity legacy, including workforce (employees, volunteers, contracted labor and, where relevant, participants including athletes, artists or speakers) trained with new skills, and the post-event opportunities for trained individuals. Include how this legacy was designed to be inclusive of all populations, or specifically targeted at disadvantaged populations.

3. Definitions

None.

4. Documentation

Information may be found in performance reports, sector specific reports and policies, third-party reports, stakeholder surveys and interviews, other opinion surveys, discussion forums, national or regional statistics, and media coverage.

5. References

None.

EO12

NATURE AND EXTENT OF KNOWLEDGE TRANSFER OF BEST PRACTICE, AND LESSONS LEARNED**1. Relevance**

Throughout the project life cycle, an event organizer can learn from successes and failures. This learning can be transferred to future events and the wider industry to facilitate continual improvement. The transfer of this knowledge to other event organizers and other relevant sectors can add value to the industry.

Transfer of knowledge is not exclusive to sustainability initiatives. Security, operations, transport management, construction and other technologies, sourcing, and standard creation are all examples of potential knowledge transfer areas.

In order to maximize knowledge transfer, the information should be made available to the public and actively promoted and shared.

Legacies can be those that are known, clearly defined and measured, and evident in the project life cycle, and future legacies that are yet to be defined, including initiatives with potential for a positive legacy.

2. Compilation

- 2.1** Identify the content of knowledge transferred. This may include specific lessons learned, initiatives implemented, standards created, or materials produced.
- 2.2** Identify methods of knowledge transfer, including about the sustainability of the event operations, organization and project life cycle. Methods may include workshops, documentation, and other modes of sharing information.
- 2.3** Report the development of standards and guidelines for knowledge transfer.

- 2.4** Report modes of mass public knowledge sharing.

- 2.5** Report on stakeholder response and information uptake, for example by surveys.

- 2.6** Report the knowledge transferred of best practice and lessons learned from the event.

- 2.7** Report legacy impacts and knowledge transfer in the supply chain and affiliated partners, including changes in material choice or material sourcing, labor practices, energy usage, or sustainable business practices, among others.

**3. Definitions
Supply Chain**

See definition of 'Supply chain' in the [G4 Implementation Manual](#) p. 253.

In these Sector Disclosures, supply chain includes purchased products and services, value in kind, and donations. Parties may include sponsors.

4. Documentation

This information is often with senior leadership and corporate affairs, strategic planning, public relations and communications teams. It may also be found in media coverage or materials produced for knowledge transfer.

5. References

None.

EO13

NUMBER, TYPE AND IMPACT OF PHYSICAL AND TECHNOLOGICAL LEGACIES**1. Relevance**

Legacy can be the most significant part of an event's organizing process.

Physical legacies may include infrastructure constructed for the event, improvements to community infrastructure, and environmental protection or enhancements. Technological legacies include increased technological capabilities, capacity, infrastructure and innovation that will last beyond the project life cycle.

Legacies may include lasting impacts on physical infrastructure, and new implemented technologies in the region, the local community and wider society. Legacies may also include new financial mechanisms and funds, particularly those devoted to managing legacy infrastructure.

Legacies can be those that are known, clearly defined and measured, and evident in the project life cycle, and future legacies that are yet to be defined, including initiatives with potential for positive legacy.

It may be relevant to report on baseline measurements to understand legacy impact.

2. Compilation

2.1 Identify physical and technological legacies that are known, clearly defined and evident in the life cycle of the event, and the legacy potential of future and anticipated legacy, such as:

- Infrastructure constructed for the event by event organizers and partners, including buildings, transportation systems, and telecommunications, and plans for future use;
- Transfer of operations and new operating entities, anticipated impacts of organizer's initiatives on costs of operations and maintenance;
- New technologies and innovations designed, implemented, or scaled;

- Future plans to replicate or scale these technologies;
- Donation of physical and technological assets and in-kind contributions; and
- Physical and technological environmental and/or community enhancement initiatives that improve conditions during or after the project life cycle. This may include natural areas created or protected, clean-up initiatives, and improved community facilities such as schools, parks and public spaces.

2.2 Identify indirect legacy benefits, like:

- Increased tourism facilities and service capacity in the region, and increased tourism to the region after the event. Identify future sources to track increased tourism after the event and the impacts of that tourism; and
- Sourcing policies that take into consideration the legacy benefits of donations.

2.3 Report known legacies that can be measured quantitatively or qualitatively in the short term, including the identification of reports or organizations that will monitor the long-term impacts. To facilitate future reporting on these legacy impacts, baseline should be measured.

2.4 Report number, type and impact of physical and technological legacies.

3. Definitions**Baseline**

See definition of 'Baseline' in the [G4 Implementation Manual](#) p. 245.

4. Documentation

None.

5. References

None.

5

ANNEX I. OVERVIEW
OF LINKS WITH THE
EVENT ORGANIZERS
SECTOR
SUPPLEMENT

Annex I provides an overview of how the Event Organizers Sector Supplement (2012) contents have been re-organized to fit the new structure of the G4 Guidelines and includes references to the original contents' location in the Sector Supplement.

Legend:

The following references correspond to the different chapters of the *G3.1 Event Organizers Sector Supplement* as follows:

- RG & EOSS → Sustainability Reporting Guidelines & Event Organizers Sector Supplement
- IP: EC & EOSS → Indicator Protocols Set Economic (EC)
- IP: EN & EOSS → Indicator Protocols Set Environment (EN)
- IP: LA & EOSS → Indicator Protocols Set Labor Practices and Decent Work (LA)
- IP: HR & EOSS → Indicator Protocols Set Human Rights (HR)
- IP: SO & EOSS → Indicator Protocols Set Society (SO)
- IP: PR & EOSS → Indicator Protocols Set Product Responsibility (PR)
- IP: Sourcing & EOSS → Indicator Protocols Set Sourcing
- IP: Legacy & EOSS → Indicator Protocols Set Legacy

GENERAL STANDARD DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR

GENERAL STANDARD DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Section	Original location of the Sector Disclosures in the Sector Supplement (2012)
Strategy and Analysis	<p>SECTOR ADDITIONS TO G4 GENERAL STANDARD DISCLOSURES</p> <p> G4-1  Additional disclosure requirements See Sector Supplement RG & EOSS, p. 34</p> <p> G4-2  Additional disclosure requirements See Sector Supplement RG & EOSS, p. 34</p>
Organizational Profile	<p>SECTOR ADDITIONS TO G4 GENERAL STANDARD DISCLOSURES</p> <p> G4-4  Additional disclosure requirements See Sector Supplement RG & EOSS, p. 35</p> <p> G4-9  Additional disclosure requirements See Sector Supplement RG & EOSS, p. 35</p>

↓ GENERAL STANDARD DISCLOSURES FOR THE SECTOR CONTINUED

GENERAL STANDARD DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Section	Original location of the Sector Disclosures in the Sector Supplement (2012)
Organizational Profile (cont.)	<p>SECTOR ADDITIONS TO G4 GENERAL STANDARD DISCLOSURES (CONT.)</p> <p>G4-10  Additional disclosure requirements See Sector Supplement IP: LA & EOSS, p. 4</p> <p> Additional Guidance See Sector Supplement IP: LA & EOSS, pp. 4-5</p> <p>G4-14  Additional Guidance See Sector Supplement RG & EOSS, p. 38</p>
Identified Material Aspects and Boundaries	<p>SECTOR ADDITIONS TO G4 GENERAL STANDARD DISCLOSURES</p> <p>G4-17  Additional Guidance See Sector Supplement RG & EOSS, p. 36</p> <p>G4-20  Additional Guidance See Sector Supplement RG & EOSS, p. 36</p> <p>G4-21  Additional Guidance See Sector Supplement RG & EOSS, p. 36</p>
Stakeholder Engagement	<p>SECTOR ADDITIONS TO G4 GENERAL STANDARD DISCLOSURES</p> <p>G4-24  Additional Guidance See Sector Supplement RG & EOSS, p. 38</p>
Governance	<p>SECTOR ADDITIONS TO G4 GENERAL STANDARD DISCLOSURES</p> <p>G4-34  Additional Guidance See Sector Supplement RG & EOSS, p. 37</p>

SPECIFIC STANDARD DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR

CATEGORY: ECONOMIC

ECONOMIC DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2012)
G4 Aspects	
Economic Performance	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance See Sector Supplement RG & EOSS, p. 40</p>
	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p> DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED</p> <p> Additional Guidance See Sector Supplement IP: EC & EOSS, pp. 4-6</p> <p> FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES FOR THE ORGANIZATION’S ACTIVITIES DUE TO CLIMATE CHANGE</p> <p> Additional disclosure requirements See Sector Supplement IP: EC & EOSS, p. 7</p>
Indirect Economic Impacts	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p> SIGNIFICANT INDIRECT ECONOMIC IMPACTS, INCLUDING THE EXTENT OF IMPACTS</p> <p> Additional Guidance See Sector Supplement IP: EC & EOSS, pp. 14-15</p>
Procurement/Sourcing Practices	<p>SECTOR SPECIFIC INTRODUCTION FOR THE ASPECT</p> <p>See Sector Supplement RG & EOSS, p. 57 See Sector Supplement IP: Sourcing & EOSS, p. 2</p>
	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance See Sector Supplement RG & EOSS, p. 57</p>

↓ ECONOMIC DISCLOSURES FOR THE SECTOR CONTINUED

ECONOMIC DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2012)
G4 Aspects	
Procurement/Sourcing Practices (cont.)	<p>SECTOR SPECIFIC INDICATORS</p> <p>EO9 TYPE AND SUSTAINABILITY PERFORMANCE OF SOURCING INITIATIVES See Sector Supplement IP: Sourcing & EOSS, p. 3</p> <p>EO10 TYPE, AMOUNT AND IMPACT OF BENEFITS, FINANCIAL AND IN KIND, RECEIVED BY THE EVENT ORGANIZER FROM SUPPLIERS See Sector Supplement IP: Sourcing & EOSS, p. 4</p>
Sector specific Aspects	
Overall	<p>SECTOR SPECIFIC INDICATORS</p> <p>EO1 DIRECT ECONOMIC IMPACTS AND VALUE CREATION AS A RESULT OF SUSTAINABILITY INITIATIVES See Sector Supplement IP: EC & EOSS, p. 16</p>

CATEGORY: ENVIRONMENTAL

ENVIRONMENTAL DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2012)
G4 Aspects	
Materials	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EN1 MATERIALS USED BY WEIGHT OR VOLUME</p> <p> Additional Guidance See Sector Supplement IP: EN & EOSS, p. 5</p> <p>G4-EN2 PERCENTAGE OF MATERIALS USED THAT ARE RECYCLED INPUT MATERIALS</p> <p> Additional Guidance See Sector Supplement IP: EN & EOSS, p. 6</p>
	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance See Sector Supplement IP: EN & EOSS, p. 12</p>
Energy	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EN3 ENERGY CONSUMPTION WITHIN THE ORGANIZATION</p> <p> Additional disclosure requirements See Sector Supplement IP: EN & EOSS, pp. 7-9</p> <p> Additional Guidance See Sector Supplement IP: EN & EOSS, p. 10</p> <p>G4-EN6 REDUCTION OF ENERGY CONSUMPTION</p> <p> Additional Guidance See Sector Supplement IP: EN & EOSS, pp. 11 and 13</p> <p>G4-EN7 REDUCTIONS IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES</p> <p> Additional disclosure requirements See Sector Supplement IP: EN & EOSS, p. 12</p> <p> Additional Guidance See Sector Supplement IP: EN & EOSS, p. 12</p>
	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance See Sector Supplement IP: EN & EOSS, p. 14</p>
	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EN3 ENERGY CONSUMPTION WITHIN THE ORGANIZATION</p> <p> Additional disclosure requirements See Sector Supplement IP: EN & EOSS, pp. 7-9</p> <p> Additional Guidance See Sector Supplement IP: EN & EOSS, p. 10</p> <p>G4-EN6 REDUCTION OF ENERGY CONSUMPTION</p> <p> Additional Guidance See Sector Supplement IP: EN & EOSS, pp. 11 and 13</p> <p>G4-EN7 REDUCTIONS IN ENERGY REQUIREMENTS OF PRODUCTS AND SERVICES</p> <p> Additional disclosure requirements See Sector Supplement IP: EN & EOSS, p. 12</p> <p> Additional Guidance See Sector Supplement IP: EN & EOSS, p. 12</p>
	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance See Sector Supplement IP: EN & EOSS, p. 14</p>
Water	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance See Sector Supplement IP: EN & EOSS, p. 14</p>

↓ ENVIRONMENTAL DISCLOSURES FOR THE SECTOR CONTINUED

ENVIRONMENTAL DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2012)
G4 Aspects	
Water (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EN8 TOTAL WATER WITHDRAWAL BY SOURCE</p> <p> Additional disclosure requirements See Sector Supplement IP: EN & EOSS, p. 14</p>
Emissions	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EN20 EMISSIONS OF OZONE-DEPLETING SUBSTANCES (ODS)</p> <p> Additional Guidance See Sector Supplement IP: EN & EOSS, p. 26</p> <p>G4-EN21 NO_x, SO_x, AND OTHER SIGNIFICANT AIR EMISSIONS</p> <p> Additional Guidance See Sector Supplement IP: EN & EOSS, p. 27</p>
Effluents and Waste	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance See Sector Supplement IP: EN & EOSS, pp. 28-29</p> <hr/> <p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EN22 TOTAL WATER DISCHARGE BY QUALITY AND DESTINATION</p> <p> Additional disclosure requirements See Sector Supplement IP: EN & EOSS, p. 28</p> <p>G4-EN23 TOTAL WEIGHT OF WASTE BY TYPE AND DISPOSAL METHOD</p> <p> Additional disclosure requirements See Sector Supplement IP: EN & EOSS, p. 29</p>
Products and Services	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance See Sector Supplement IP: EN & EOSS, p. 34</p>

↓ ENVIRONMENTAL DISCLOSURES FOR THE SECTOR CONTINUED

ENVIRONMENTAL DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2012)
G4 Aspects	
Products and Services (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EN27 EXTENT OF IMPACT MITIGATION OF ENVIRONMENTAL IMPACTS OF PRODUCTS AND SERVICES</p> <p> Additional disclosure requirements See Sector Supplement IP: EN & EOSS, p. 34</p> <p> Additional Guidance See Sector Supplement IP: EN & EOSS, p. 34</p> <p>G4-EN28 PERCENTAGE OF PRODUCTS SOLD AND THEIR PACKAGING MATERIALS THAT ARE RECLAIMED BY CATEGORY</p> <p> Additional Guidance See Sector Supplement IP: EN & EOSS, p. 35</p>
	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance See Sector Supplement IP: EN & EOSS, p. 36</p> <p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EN29 MONETARY VALUE OF SIGNIFICANT FINES AND TOTAL NUMBER OF NON-MONETARY SANCTIONS FOR NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS</p> <p> Additional Guidance See Sector Supplement IP: EN & EOSS, p. 36</p>
Transport	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EN30 SIGNIFICANT ENVIRONMENTAL IMPACTS OF TRANSPORTING PRODUCTS AND OTHER GOODS AND MATERIALS FOR THE ORGANIZATION'S OPERATIONS, AND TRANSPORTING MEMBERS OF THE WORKFORCE</p> <p> Additional disclosure requirements See Sector Supplement IP: EN & EOSS, p. 37</p> <p> Additional Guidance See Sector Supplement IP: EN & EOSS, pp. 37-38</p>

↓ ENVIRONMENTAL DISCLOSURES FOR THE SECTOR CONTINUED

ENVIRONMENTAL DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2012)
G4 Aspects	
Transport (cont.)	<p>SECTOR SPECIFIC INDICATORS</p> <p>EO2 MODES OF TRANSPORT TAKEN BY ATTENDEES AS A PERCENTAGE OF TOTAL TRANSPORTATION, AND INITIATIVES TO ENCOURAGE THE USE OF SUSTAINABLE TRANSPORT OPTIONS See Sector Supplement IP: EN & EOSS, pp. 39-40</p> <p>EO3 SIGNIFICANT ENVIRONMENTAL AND SOCIO-ECONOMIC IMPACTS OF TRANSPORTING ATTENDEES TO AND FROM THE EVENT, AND INITIATIVES TAKEN TO ADDRESS THE IMPACTS See Sector Supplement IP: EN & EOSS, pp. 41-42</p>
Overall	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-EN31 TOTAL ENVIRONMENTAL PROTECTION EXPENDITURES AND INVESTMENTS BY TYPE</p> <p> Additional Guidance See Sector Supplement IP: EN & EOSS, p. 43</p>

CATEGORY: SOCIAL

SUB-CATEGORY: LABOR PRACTICES AND DECENT WORK

Introduction

See Sector Supplement RG & EOSS, p. 45

Additional References to the sub-Category Labor Practices and Decent Work

See Sector Supplement RG & EOSS, p. 45

LABOR PRACTICES AND DECENT WORK DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2012)
G4 Aspects	
Employment	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance See Sector Supplement RG & EOSS, p. 46</p>
	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p> TOTAL NUMBER AND RATES OF NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER BY AGE GROUP, GENDER AND REGION</p> <p> Additional disclosure requirements See Sector Supplement IP: LA & EOSS, p. 6</p> <p> Additional Guidance See Sector Supplement IP: LA & EOSS, p. 6</p>
Occupational Health and Safety	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p> Additional Guidance See Sector Supplement IP: LA & EOSS, p. 15</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

LABOR PRACTICES AND DECENT WORK DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR

Aspects	Original location of the Sector Disclosures in the Sector Supplement (2012)
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G4 Aspects

Occupational Health and Safety (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <div style="margin-bottom: 20px;">  G4-LA5 PERCENTAGE OF TOTAL WORKFORCE REPRESENTED IN FORMAL JOINT MANAGEMENT–WORKER HEALTH AND SAFETY COMMITTEES THAT HELP MONITOR AND ADVISE ON OCCUPATIONAL HEALTH AND SAFETY PROGRAMS <p> Additional Guidance See Sector Supplement IP: LA & EOSS, p. 12</p> </div> <div>  G4-LA6 TYPE OF INJURY AND RATES OF INJURY, OCCUPATIONAL DISEASES, LOST DAYS, AND ABSENTEEISM, AND TOTAL NUMBER OF WORK-RELATED FATALITIES, BY REGION AND BY GENDER <p> Additional Guidance See Sector Supplement IP: LA & EOSS, pp. 13-14</p> </div>
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Training and Education	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <div>  G4-DMA  Additional Guidance See Sector Supplement RG & EOSS, p. 42 </div>
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	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <div style="margin-bottom: 20px;">  G4-LA9 AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE BY GENDER, AND BY EMPLOYEE CATEGORY <p> Additional disclosure requirements See Sector Supplement IP: LA & EOSS, p. 17</p> <p> Additional Guidance See Sector Supplement IP: LA & EOSS, pp. 17-18</p> </div> <div style="margin-bottom: 20px;">  G4-LA10 PROGRAMS FOR SKILLS MANAGEMENT AND LIFELONG LEARNING THAT SUPPORT THE CONTINUED EMPLOYABILITY OF EMPLOYEES AND ASSIST THEM IN MANAGING CAREER ENDINGS <p> Additional disclosure requirements See Sector Supplement IP: LA & EOSS, p. 19</p> </div> <div>  G4-LA11 PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT REVIEWS, BY GENDER AND BY EMPLOYEE CATEGORY <p> Additional disclosure requirements See Sector Supplement IP: LA & EOSS, p. 20</p> <p> Additional Guidance See Sector Supplement IP: LA & EOSS, p. 20</p> </div>
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↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

SUB-CATEGORY: HUMAN RIGHTS

HUMAN RIGHTS DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2012)
G4 Aspects	
Investment	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-HR2 TOTAL HOURS OF EMPLOYEE TRAINING ON HUMAN RIGHTS POLICIES OR PROCEDURES CONCERNING ASPECTS OF HUMAN RIGHTS THAT ARE RELEVANT TO OPERATIONS, INCLUDING THE PERCENTAGE OF EMPLOYEES TRAINED</p> <p> Additional disclosure requirements See Sector Supplement IP: HR & EOSS, p. 5</p> <p> Additional Guidance See Sector Supplement IP: HR & EOSS, p. 5</p>
Security Practices	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-HR7 PERCENTAGE OF SECURITY PERSONNEL TRAINED IN THE ORGANIZATION'S HUMAN RIGHTS POLICIES OR PROCEDURES THAT ARE RELEVANT TO OPERATIONS</p> <p> Additional disclosure requirements See Sector Supplement IP: HR & EOSS, p. 10</p> <p> Additional Guidance See Sector Supplement IP: HR & EOSS, p. 10</p>
Assessment	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance See Sector Supplement RG & EOSS, p. 49</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

SUB-CATEGORY: SOCIETY

SOCIETY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2012)
G4 Aspects	
Local Communities	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-SO1 PERCENTAGE OF OPERATIONS WITH IMPLEMENTED LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS</p> <p> Additional Guidance See Sector Supplement IP: SO & EOSS, p. 4</p> <p>G4-SO2 OPERATIONS WITH SIGNIFICANT ACTUAL AND POTENTIAL NEGATIVE IMPACTS ON LOCAL COMMUNITIES</p> <p> Additional Guidance See Sector Supplement IP: SO & EOSS, pp. 6-7</p>
	<p>SECTOR SPECIFIC INDICATORS</p> <p>EO4 EXPRESSIONS OF DISSENT BY TYPE, ISSUE, SCALE AND RESPONSE See Sector Supplement IP: SO & EOSS, p. 9</p>
Anti-corruption	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance See Sector Supplement RG & EOSS, p. 52</p>
	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-SO3 TOTAL NUMBER AND PERCENTAGE OF OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION AND THE SIGNIFICANT RISKS IDENTIFIED</p> <p> Additional Guidance See Sector Supplement IP: SO & EOSS, p. 10</p> <p>G4-SO4 COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES</p> <p> Additional disclosure requirements See Sector Supplement IP: SO & EOSS, p. 11</p> <p> Additional Guidance See Sector Supplement IP: SO & EOSS, p. 11</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

SOCIETY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2012)
G4 Aspects	
Anti-corruption (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS (CONT.)</p> <p>G4-S05 CONFIRMED INCIDENTS OF CORRUPTION AND ACTIONS TAKEN</p> <ul style="list-style-type: none"> Additional disclosure requirements See Sector Supplement IP: SO & EOSS, p. 12 Additional Guidance See Sector Supplement IP: SO & EOSS, p. 12
Sector specific Aspects	
Inclusivity	<p>SECTOR SPECIFIC INDICATORS</p> <p>EO5 TYPE AND IMPACTS OF INITIATIVES TO CREATE A SOCIALLY INCLUSIVE EVENT See Sector Supplement IP: SO & EOSS, pp. 17-18</p> <p>EO6 TYPE AND IMPACTS OF INITIATIVES TO CREATE AN ACCESSIBLE ENVIRONMENT See Sector Supplement IP: SO & EOSS, p. 19</p>

SUB-CATEGORY: PRODUCT RESPONSIBILITY

Introduction

See Sector Supplement RG & EOSS, p. 55

PRODUCT RESPONSIBILITY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2012)
G4 Aspects	
Customer Health and Safety	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA Additional Guidance See Sector Supplement IP: PR & EOSS, p. 3</p> <hr/> <p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-PR1 PERCENTAGE OF SIGNIFICANT PRODUCT AND SERVICE CATEGORIES FOR WHICH HEALTH AND SAFETY IMPACTS ARE ASSESSED FOR IMPROVEMENT</p> <ul style="list-style-type: none"> Additional disclosure requirements See Sector Supplement IP: PR & EOSS, p. 3 Additional Guidance See Sector Supplement IP: PR & EOSS, p. 3

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

PRODUCT RESPONSIBILITY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2012)
G4 Aspects	
Customer Health and Safety (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS (CONT.)</p> <p>G4-PR2 TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING THE HEALTH AND SAFETY IMPACTS OF PRODUCTS AND SERVICES DURING THEIR LIFE CYCLE, BY TYPE OF OUTCOMES</p> <p> Additional disclosure requirements See Sector Supplement IP: PR & EOSS, p. 4</p> <p> Additional Guidance See Sector Supplement IP: PR & EOSS, p. 4</p>
	<p>SECTOR SPECIFIC INDICATORS</p> <p>EO7 NUMBER AND TYPE OF INJURIES, FATALITIES AND NOTIFIABLE INCIDENTS FOR ATTENDEES, AND OTHER RELEVANT STAKEHOLDERS</p> <p>See Sector Supplement IP: PR & EOSS, p. 5</p>
Product and Service Labeling	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance See Sector Supplement IP: PR & EOSS, p. 8</p>
	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-PR3 TYPE OF PRODUCT AND SERVICE INFORMATION REQUIRED BY THE ORGANIZATION'S PROCEDURES FOR PRODUCT AND SERVICE INFORMATION AND LABELING, AND PERCENTAGE OF SIGNIFICANT PRODUCT AND SERVICE CATEGORIES SUBJECT TO SUCH INFORMATION REQUIREMENTS</p> <p> Additional disclosure requirements See Sector Supplement IP: PR & EOSS, p. 6</p> <p> Additional Guidance See Sector Supplement IP: PR & EOSS, p. 6</p> <p>G4-PR4 TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING PRODUCT AND SERVICE INFORMATION AND LABELING, BY TYPE OF OUTCOMES</p> <p> Additional disclosure requirements See Sector Supplement IP: PR & EOSS, p. 7</p> <p> Additional Guidance See Sector Supplement IP: PR & EOSS, p. 7</p>

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

PRODUCT RESPONSIBILITY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2012)
G4 Aspects	
Product and Service Labeling (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS (CONT.)</p> <p>G4-PR5 RESULTS OF SURVEYS MEASURING CUSTOMER SATISFACTION</p> <ul style="list-style-type: none">  Additional disclosure requirements See Sector Supplement IP: PR & EOSS, p. 8  Additional Guidance See Sector Supplement IP: PR & EOSS, p. 8
Marketing Communications	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-PR6 SALE OF BANNED OR DISPUTED PRODUCTS</p> <ul style="list-style-type: none">  Additional disclosure requirements See Sector Supplement IP: PR & EOSS, p. 9  Additional Guidance See Sector Supplement IP: PR & EOSS, p. 9 <p>G4-PR7 TOTAL NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH REGULATIONS AND VOLUNTARY CODES CONCERNING MARKETING COMMUNICATIONS, INCLUDING ADVERTISING, PROMOTION, AND SPONSORSHIP, BY TYPE OF OUTCOMES</p> <ul style="list-style-type: none">  Additional Guidance See Sector Supplement IP: PR & EOSS, p. 10
Customer Privacy	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-PR8 TOTAL NUMBER OF SUBSTANTIATED COMPLAINTS REGARDING BREACHES OF CUSTOMER PRIVACY AND LOSSES OF CUSTOMER DATA</p> <ul style="list-style-type: none">  Additional Guidance See Sector Supplement IP: PR & EOSS, p. 11
Compliance	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <ul style="list-style-type: none">  Additional Guidance See Sector Supplement RG & EOSS, p. 55

↓ SOCIAL DISCLOSURES FOR THE SECTOR CONTINUED

PRODUCT RESPONSIBILITY DISCLOSURES FOR THE EVENT ORGANIZERS SECTOR	
Aspects	Original location of the Sector Disclosures in the Sector Supplement (2012)
G4 Aspects	
Compliance (cont.)	<p>SECTOR ADDITIONS TO G4 INDICATORS</p> <p>G4-PR9 MONETARY VALUE OF SIGNIFICANT FINES FOR NON-COMPLIANCE WITH LAWS AND REGULATIONS CONCERNING THE PROVISION AND USE OF PRODUCTS AND SERVICES</p> <p> Additional Guidance See Sector Supplement IP: PR & EOSS, p. 12</p>
	<p>Sector specific Aspects</p>
Food and Beverage	<p>SECTOR SPECIFIC INDICATORS</p> <p>EO8 PERCENTAGE OF AND ACCESS TO FOOD AND BEVERAGE THAT MEETS THE ORGANIZER’S POLICIES OR LOCAL, NATIONAL OR INTERNATIONAL STANDARDS See Sector Supplement IP: PR & EOSS, p. 13</p>
Soft and Hard Legacies	<p>SECTOR SPECIFIC INTRODUCTION FOR THE ASPECT</p> <p>See Sector Supplement RG & EOSS, p. 59 See Sector Supplement IP: Legacy & EOSS, pp. 2-3</p>
	<p>SECTOR SPECIFIC GUIDANCE FOR DMA</p> <p>G4-DMA  Additional Guidance See Sector Supplement RG & EOSS, p. 59</p>
	<p>SECTOR SPECIFIC INDICATORS</p> <p>EO11 NUMBER, TYPE AND IMPACT OF SUSTAINABILITY INITIATIVES DESIGNED TO RAISE AWARENESS, SHARE KNOWLEDGE AND IMPACT BEHAVIOR CHANGE, AND RESULTS ACHIEVED See Sector Supplement IP: Legacy & EOSS, pp. 4-5</p> <p>EO12 NATURE AND EXTENT OF KNOWLEDGE TRANSFER OF BEST PRACTICE, AND LESSONS LEARNED See Sector Supplement IP: Legacy & EOSS, p. 6</p> <p>EO13 NUMBER, TYPE AND IMPACT OF PHYSICAL AND TECHNOLOGICAL LEGACIES See Sector Supplement IP: Legacy & EOSS, p. 7</p>

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ANNEX II. EVENT
ORGANIZERS SECTOR
DISCLOSURES
CONTENT
DEVELOPMENT**CONSULTANTS**

The GRI Secretariat enlisted the (paid) help of the following consultants during the Event Organizers Sector Supplement process:

- Sustainable Events Ltd (Lead consultant – Fiona Pelham)
- Support for meeting logistics provided by GMIC - Green Meeting Industry Council

EVENT ORGANIZERS SECTOR SUPPLEMENT WORKING GROUP MEMBERS

The Event Organizers Sector Supplement Working Group was responsible for developing the set of new, sector-specific disclosures and Performance Indicators, as well as commentary on the G3.1 Guidelines content. The Working Group process ran from November 2009 through November 2011. The Working Group was formed by volunteers from event organizers companies and organizations, investors, labor and nongovernmental organizations.

- Regula Baertschi, Swiss Federal Office for Spatial Development (ARE), Switzerland
- Guy Bigwood, MCI Group, Switzerland
- Phil Cumming, LOCOG - London Organising Committee of the Olympic Games and Paralympic Games, UK
- Ann Duffy, VANOC - Vancouver Organizing Committee for the 2010 Olympic and Paralympics Winter Games, Canada
- Meegan Jones, Live Earth, US
- Elizabeth Henderson, Meeting Change, Canada
- Dale Hudson, IMEX Group, UK
- Piers Kelly, Reed Exhibitions Ltd, UK
- Manfred Koblmüller, Austrian Institute of Ecology, Austria
- Laura Lopez, International Annual Meeting on Language Arrangements (IAMLADP) & Economic Commission for Latin America and the Caribbean (ECLAC), United Nations, Chile
- Amy Spatrisano, MeetGreen®, USA
- Rolf Schwery, Recommended by Union of European Football Associations (UEFA) Rolf Schwery, Schwery Consulting, Switzerland
- Jessica Champagne, Service Employees International Union, USA
- Caroline Howe, Climate Solutions Project, IYCN (Indian Youth Climate Network), India
- Kaori Kuroda, CSO Network Japan, Japan
- Catherine Langabeer/Alison Tickell, Julie's Bicycle, UK
- Steve Leonard, European Sponsorship Association (ESA) - Gameplan Limited, UK
- Danny Lurie, Hillside Digital Trust, South Africa
- Sylvia Schenk, Transparency International, Germany

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Global Reporting Initiative

PO Box 10039
1001 EA Amsterdam
The Netherlands
Tel: +31 (0) 20 531 00 00
Fax: +31 (0) 20 531 00 31

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Reporting Guidelines may be obtained from:

www.globalreporting.org
info@globalreporting.org

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