

Sustainability Annual Report 2022

**MCC
GLC**



Our Commitment: Consideration For All

We believe that business products, practises and profits should aspire to do no harm, and benefit all stakeholders. We value diversity and are committed to upholding the highest standards of lawful and ethical conduct, and in demonstrating honesty, fairness and accountability in all of our relationships.

Our board commits to offering consideration to all our stakeholders in our decision making:



Employees



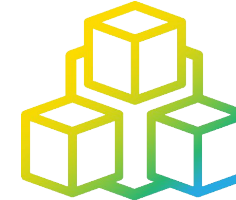
Shareholders



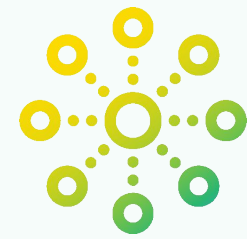
Environment



Clients



Suppliers



Communities

Our Commitment: Consideration For All



Employees

We are dedicated to being among the best at what we do, fostering a culture of continuous education and improvement with our team.

We invest in, reward and encourage talent, demonstrated by the high retention of many of our now senior team across many years.

We are built on diversity and celebrate this; we demand and value a mutual respect and level playing ground, between and for, all of our team irrespective of gender, race, culture, religion, ethnicity or sexuality. We expect and embrace creativity & flexibility in the approaches we take to serve our clients and each other.

We respect and encourage ample rest and reflection to balance the hard-work and dedication we expect from our team.

We recognise that our business depends on our care and consideration for our team in all that we do.



Shareholders

Our shareholders are engaged with recognition that our commitment to our triple bottom line (profit, people & planet) is a key foundation of our business. All board level decision making should include a balanced consideration for all three elements.



Environment

We consider ourselves a responsible business and we recognise the importance and impacts of our actions on the planet. We want to play our part in creating a sustainable future that is fit for everyone. We publicly support the ambition to limit global warming to 1.5°C.

We encourage our team to live more considerately and encourage 'green' initiatives in our workplace, from zero-plastic lunches and recycling, to printing reduction, to biking to work.

Within our client work we commit to moving to a more circular approach, reducing our reliance on virgin materials and offering modular reusable options for our clients.

We commit to driving the agenda for a low carbon future with clients and suppliers.

Our Commitment: Consideration For All



Clients

We use an established framework of criteria that will inform all decisions about how we engage with clients, and which companies we choose to enter into business relationships with.

1. We operate under a policy of non-bias. All client enquiries will be treated equally, and none will be disregarded based solely on industry, organisation or brand. All entities will be considered, providing they meet the ethical standards MCCGLC has set for itself.
2. We choose to be associated with brands that effect positive changes in the lives of human beings.
3. We won't engage with organisations that discriminate on the basis of age, sex, sexual orientation, marital status, disability, race or religion.
4. We won't work with companies who exploit human beings, or who we consider are acting in contravention of the Universal Declaration of Human Rights.
5. We will only work with companies who comply with global environmental standards.
6. We look for forward-thinking clients, who are interested to challenge the status-quo and achieve not only more, but want to work with us to achieve better.



Suppliers

We look to work with organisations who respect, value and adhere to practises aligned to our own standards. We value diversity in our supply chain and are committed to upholding the highest standards of lawful and ethical conduct, and in expecting honesty, fairness and accountability from those we work with.

We commit to developing local relationships wherever possible and demand a mutual respect and consideration with and for, those we engage. We expect flexibility & creative mindsets. We look for suppliers actively supporting and innovating sustainable practises in their work and organisations.



Communities

We recognise the impact our business can have in our community and that we have a role to play in supporting our team, as well as supporting the development of local talent.

Shoreditch in London is a vibrant, creative, melting pot of people and we value the vibrancy and energy that this, our local community, brings to our city in inspiring our team and our work.

We aim to begin supporting at least one London graduate each year through short term intern or apprenticeship opportunities and will look to support our team getting involved in local community initiatives and projects close to our office headquarters.

Foreword from our CEO

I believe that business success should not negatively impact the planet. The development of our Future Focus Framework has allowed me to make this belief into a public commitment, placing the triple bottom line of people, planet and profit at the heart of our business.

Our industry grappled with significant challenges during the pandemic, and as we move forward we are determined to escalate our commitment to sustainability. But commitment is only a small part; we are resolved to report honestly and openly on our progress. Key to this is our participation in the UN Global Compact, the world's largest corporate sustainability initiative, which sees us regularly creating discussions with our teams, partners and clients on the importance of sustainable development. We remain transparent about our progress and determined to hold ourselves and our industry to account.

We continue to lead by example to encourage all businesses and firms to adopt sustainable and socially responsible policies. Our annual certification with Ecovadis signals our dedication to the environment, human rights and ethics. Our early adoption of Isla's carbon tracking tool TRACE allows us to track, measure and ultimately change elements of our events - and share this knowledge with our clients.

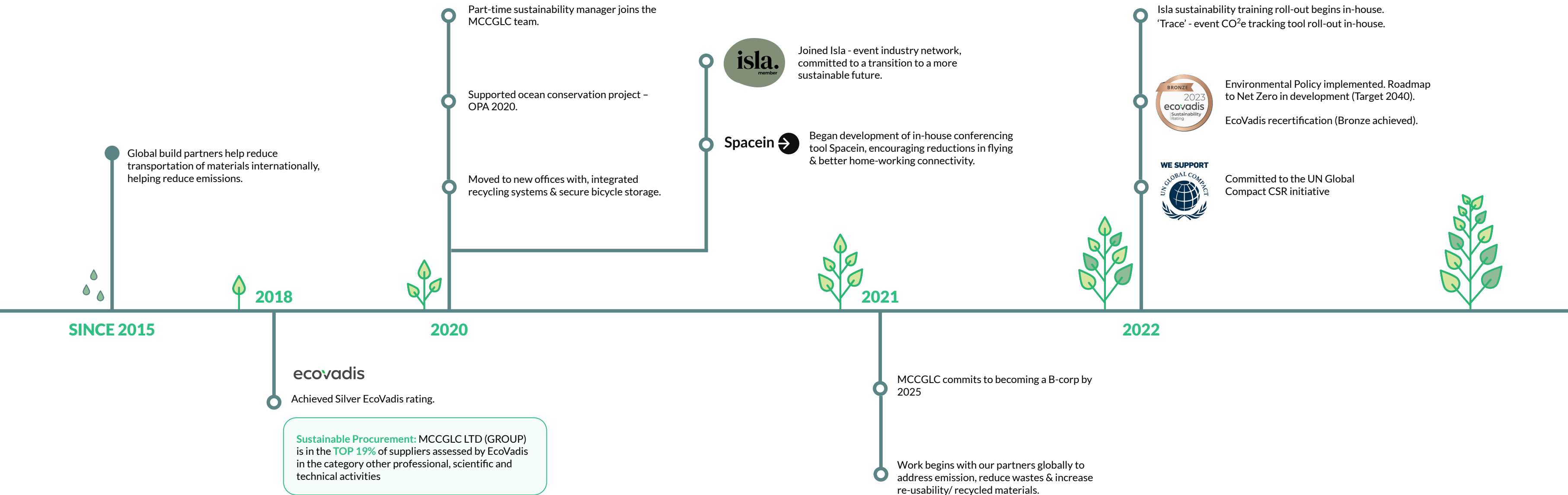
This is MCCGLC's first Sustainability Report, which we'll publish annually to openly track the impact we're making on our people and on the environment.

We aim to create a truly inclusive business with opportunities for learning and growth with diverse teams. Since founding the business 20 years ago, I am proud that the culture of our business has remained honest and collaborative. I would like to thank all my MCCGLC colleagues for what we've achieved together, and I look forward to reporting progress in our Future Focus Framework next year.

Matteo Console Camprini
Founder + CEO
MCCGLC



The journey so far



Memberships, Certifications, & Commitments



We're extremely proud to have joined Isla in 2020 as 'early adopters', helping to accelerate the event industry transition to a sustainable future.

Their carbon tracking tool TRACE allows us to measure our impact from all the events we deliver. This is helping guide our strategy and ensure we're driving change in the areas that will have the biggest impact.



We're proud to have achieved a Bronze rating from Ecovadis at the end of the year (1st Jan 2023).

The EcoVadis score examines the non- financial performance of a company across several themes including Environmental, Labor & Human Rights, Ethics and Sustainable Procurement impacts. But we're determined to increase the bar - a Gold rating is in our sights by 2025.

WE SUPPORT



Having committed to support the Global Compact CSR Initiative in 2022, we're working to ensure its' principles are an integral part of our business strategy, operations & culture.

MCCGLC & The United Nations Sustainable Development Goals

In 2022 MCCGLC committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labor, environment, and anti-corruption. Those **UN Sustainable Development Goals** for which we believe we can support progress best, are built into our own Sustainable Development Framework - 'Future Focus' (pg. 10).



Our team can only do their best when they're at their best.

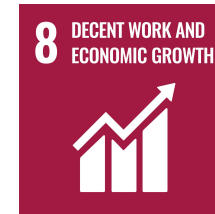
From flexible working to generous time off in lieu and healthy food offerings in the office we prioritise the health and safety of our team throughout all aspects of our work.

We extend this commitment to those people within our supply chain via our supplier code of conduct.



We want to see a world where women and men have equal rights and opportunities and so want to play our part in levelling the playing ground further within our business & network.

Investigating the gender pay gap and the lack of female senior creatives in our industry are two areas of particular focus.



As a fast moving SME we are always pushing to strengthen our business and expand our team.

Developing new initiatives to support sustainable growth, like development of our video-conferencing tool SPACEIN and research into the use of waste products in construction materials, demonstrates some of our commitment in this area. Future plans include supporting young people into the creative industry via internships.



We demand and value a mutual respect and level playing ground, between and for, all of our team irrespective of gender, race, culture, religion, ethnicity or sexuality.

Addressing the Gender Pay Gap, looking at ways to celebrate & further our diversity and becoming a Living Wage employer are all focus areas.

We are looking to become a BCorp by 2025 to further legally protect our accountability to all stakeholders.



London, our home, and the cities we execute our work in worldwide, help drive our energy and inspire our team.

We value and promote the development of greener, safer, cleaner, less polluted cities that support the culture and creativity that we depend upon.

We are striving to deliver projects with more local partners when working worldwide, reducing transport emissions and supporting local economies.



Our commitment to becoming a circular economy business will require a vast transformation in the way we work with our partners and deliver our work.

We are actively working to support and promote more reuse, better recycling and the use of innovative materials across our business, but in particular to further the low carbon production of our designs.



We're committed to becoming Net zero by 2040 and are developing a structured roadmap of KPIs to enable the business to achieve this bold ambition.

Tracking our emissions and understanding where they derive from has been fundamental to setting targeted climate goals.

By educating our team we believe we can together work to bring down our emissions and influence our suppliers and clients to join our journey.



We are conscious of ensuring our work has as little negative impact on the environment as possible.

From understanding raw materials, and educating our team on the impacts of finishes commonly used, to designing for better reuse and repurposing, we are working to find ways to deliver our high quality work in new and innovative ways. We want to ensure maximum longevity for minimal impact.

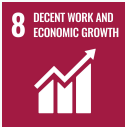
We will prioritise investment in nature based solutions as we begin to balance our carbon footprint.

MCCGLC Sustainable Development: FUTURE FOCUS Framework

Our **Future Focus Framework** has been created this year and identifies the commitments that guide our development as a business. These help provide a reference for planning, policies & decision-making throughout our work.

PEOPLE

Healthy Bodies & Minds.
Developing Talent.
Diverse & Inclusive.
Protecting Human Rights.
Anti-Corruption.



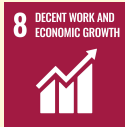
PLANET

Reducing Our Impact.
Sustainable Delivery.
Responsible Consumption.
Think Local.

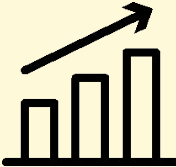


PROFIT

Creativity with Integrity: Iconic Design. Positive Impact.
Future Focused.
Sustainable Growth.
Customer Centric.



2022 Achievements

PEOPLE	PLANET	PROFIT
 WORKING FROM HOME 1 DAY/ WEEK INTRODUCED	 COMMITTED TO 1.5°C FUTURE	£6.2M £6.2 MILLION REVENUE
 GENDER PAY GAP BETTER THAN UK AVERAGE	 COMMITTED TO NET ZERO BY 2040	Spacein  NEW DIGITAL PRODUCT OFFERING
 REDUCED WORKING DAY FROM 8 >7 HRS	342.59 tCO²e FIRST FULL EMISSIONS ESTIMATE (Scope 1,2,3)	 POST PANDEMIC RECOVERY BEGINS

PEOPLE

Healthy Bodies & Minds.
Developing Talent.
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FUTURE FOCUS



**MCC
GLC**

2022 - People: Goals & Key Objectives

3

5

8

10

11

Healthy Bodies & Minds



Our team is our most valued asset. Only with people who are on top of their game, can we come up with the most iconic and creative solutions for our clients. Their health and wellbeing is fundamental to our success.

After a challenging couple of years that brought uncertainty and disruption to us all, we want to offer flexibility, helping to ease some of the pressure on our team and supporting them as they step back into the busy schedules that our projects can often demand.

Developing Talent



The pandemic caused us to place a lot of 'business-as-usual' on hold. As we resume our new normality, we want to help our team back by creating a clear path ahead, with fresh targets and KPIs to support their development.

It's essential that our team are growing while they're with us - not only in terms of skills, but in confidence. We want everyone to feel heard and their ideas to feel valued. We want our team to believe in themselves as much as we believe in them.

Diverse & Inclusive



Post-pandemic, we continue to strive to build a resilient and diverse team of passionate creatives.

We're extremely proud of how international the MCCGLC community has always been, and strongly believe that it is our differences that allow us to develop the iconic ideas that differentiate our projects.

Most importantly, we want our team to feel safe and welcome at MCCGLC, whatever their background or identity.

2022 - People: Successes & Challenges

3 5 8 10 11

Successes



HYBRID WORKING:

In 2022 we introduced a long term hybrid working policy giving our team the **flexibility to work remotely one day a week**. Whilst we believe that our creativity is best when we are together, we also understand that flexibility is an essential part of life and that some team members value the quiet and focus time that working from home can bring.

WORKING CONDITIONS:

In 2022 we **reduced our working day (8 to 7 hours)** and promoted our flexible work day (core hours of 10-4pm). Holiday allowances were increased across the team to 26 days as standard. Generous time off in lieu has always been provided for those working demanding hours onsite, and this is strongly encouraged to be taken immediately to ensure sufficient rest and recoup.

In the office, we now encourage 50min meetings as standard, to provide mental breaks and time for mental consolidation.

GENDER PAY GAP:

Across the world, women currently earn on average 77% of what men do. We want to ensure we are supporting women into our senior leadership roles as much as men and ensure that our policies don't hinder or disadvantage them in the workplace.

We've done our first Gender Pay Gap Analysis to see how we are doing. With a median pay gap of 11% (based on 1st Dec 2022 data) we are coming in better than the UK average of 14.9%. Good news, but we're looking at ways we can support our team further in order to reduce this more.

FEMALE LEADERS:

Women still occupy just 20% of board seats globally, and continue to be excluded from the highest levels of corporate leadership¹. We've always had a strong proportion of female leaders and we intend to remain active in communicating why this matters - and delivering on that promise.

In 2022 women occupied a balanced 50% of our leadership roles, and we champion this area by growing young female talent across the business.



¹ <https://www2.deloitte.com/uk/en/insights/topics/leadership/women-in-the-boardroom.html>

2022 - People: Successes & Challenges

3 5 8 10 11

Challenges



MONEY MAKES THE WORLD GO ROUND:

In 2022, post pandemic, our budgets have been tighter than ever as we emerge from an extremely challenging period for the business and industry. And this has meant less time, energy and resource to invest in developing our team.

We appreciate their patience as we find our feet again, and look forward to re-igniting training and development opportunities with them in the very near future.

ONE SIZE FITS ALL:

Building a team is always hard. Not everyone we hire is the right fit for us, and vice versa, we're not always right for them. Changes in lifestyles and expectations post-pandemic, have presented new challenges and at times we've had to make difficult decisions that might not have aligned with everyone in the team.

But we always try to treat everyone with respect, and to be fair and consistent. One thing we know - you simply can't always please everyone.

Opportunities



LIVING WAGE:

We've always been proud to offer generous and fair remuneration to our team, so we committed to always ensuring the London Living Wage is provided at a minimum, for all of our staff & office contractors. By the end of 2023 we've committed to signing up to the Living Wage Foundation as an accredited employer to ensure this remains, ongoing.

PLANET

Reducing Our Impact.
Sustainable Delivery.
Responsible Consumption.
Think Local.



FUTURE
FOCUS



2022 - Environment: Goals & Key Objectives

11 12 13 15

Understand & Track

The biggest task for this year was to understand our carbon and waste footprint. Only with this can we then set appropriate reduction targets to help us achieve our mission of reaching Net Zero emissions by 2040.

Calculating the split of our CO²e emissions across both our in-house operations and our client-event delivery was also key to help understand which emissions were in our sphere of greatest influence.

Additionally, gaining better visibility of waste generated at end of life should allow us to create a plan alongside our partners to make reductions here, as well as start work towards our goal of delivering circular events by 2030.

Prioritise. Plan. Commit



Understanding where our biggest emissions sit, we can create a mitigation plan and prioritise action to help tackle our most important challenges first.

Setting targets and deadlines will enable us to hold ourselves accountable as we try to generate change.

Reduce. Reuse. Recycle. Remind.



We want to reduce our impact on the planet as much as possible so we're looking for ways we can easily take action to support this in the short term.

We recognise also that we can't bring about change on our own. So we need to collaborate, educate and influence those around us - our suppliers and also our clients, to help them in making more educated decisions that can help us to together deliver better projects with lower impacts.

Our in-house team too are primary targets. Internal education should help drive necessary changes in mindset and behaviour.

At the end of this year we signed off an ambitious environmental policy that outlines our commitment to reaching Net Zero by 2040.

Below are our main goals and intentions outlining how we aim to play a part in creating a sustainable future for the planet.

In addition to these high level goals, we have agreed KPIs to help us to track our progress in reaching these targets and these will be reviewed 6 monthly with our board.

- >> **We publicly support a 1.5 degree future***
- >> **We aim to reach Net Zero by 2040 at the latest across our company operations**
- >> **We commit to measuring our scope 3 activities and events and make reductions in line with a 1.5 degree pathway**
- >> **We commit to becoming a circular economy business, aiming to divert 90% from landfill and incineration in both our operations & our event deliveries.**
- >> **We will mitigate our unavoidable emissions and event delivery emissions by offsetting these with an accredited carbon offsetting partner.**

*[\(SME Climate hub: Race to Zero\)](#)

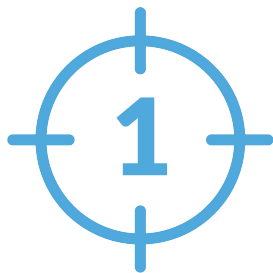
MCCGLC

2022 Impact

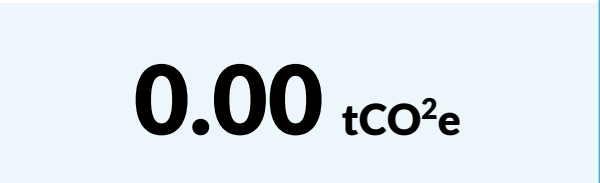
Team of 34 staff
1 Central London office location
25 events projects, across 12 cities worldwide
Revenue 6.2 million GBP

11 12 13 15

342.59 tCO₂e



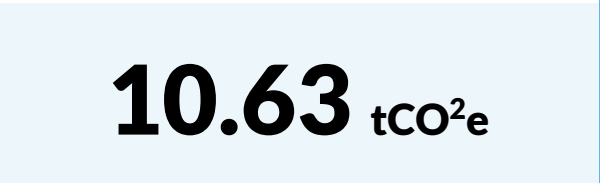
SCOPE 1 *



0%



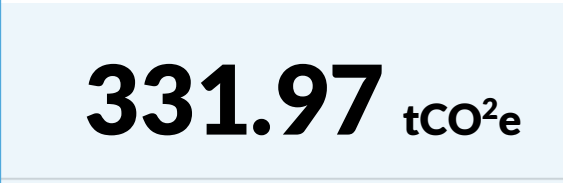
SCOPE 2 *



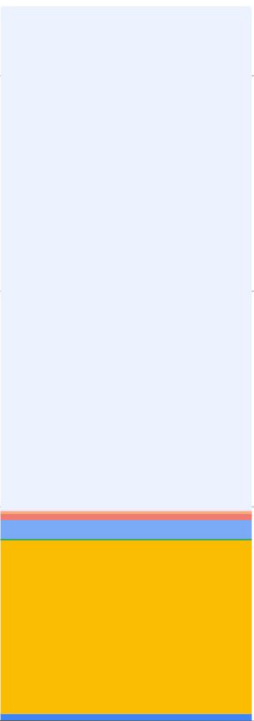
3.1%



SCOPE 3



96.9%



SCOPE 3

- Stands - event delivery
- Electrical recycling
- Glass recycling
- Food waste
- Recycling - shred & mixed
- General Mixed Waste
- Waste water
- Water
- Electric T&D
- Electric
- Gas
- Working from home
- Commutes
- Uber taxis
- International train
- Bus.Dev Hotel stays
- Business class flights
- Premium eco flights
- Economy flights

*We rent our office space within a larger, shared occupancy building. Thus gas is provided from one central boiler to all the organisations and we pay an apportion based on space usage. Electricity usage is metered within our rental space.

MCCGLC

2022 Impact by category

Team of 34 staff
1 Central London office location
25 events projects, across 12 cities worldwide
Revenue 6.2 million GBP

11 12 13 15

342.59 tCO₂e



BOOTH PRODUCTION
+ CATERING

46.94 tCO₂e

13.7%



TRAVEL &
TRANSPORT*

258.14 tCO₂e

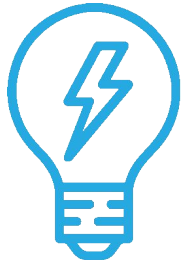
75.4%



WASTE

11.35 tCO₂e

3.3%



ENERGY

26.16 tCO₂e

7.6%

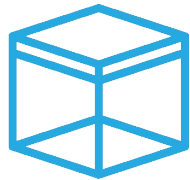
*Breakdown of our total business emission into core categories, combining MCCGLC Core Operations, Business Development & Client project delivery

MCCGLC 2022 Impact by activity

25 events undertaken across the year

11 12 13 15

342.59 tCO²e



EXHIBITION
STANDS

17

30-490 sqm

67.14%



IN-PERSON
MEETINGS

2

Up to 250 pax + 600 online

1.02%



VIRTUAL
MEETINGS

6

Av. 220 attendees

0.02%



OFFICE
OPERATIONS

1

Av. 34 employees

31.82%

Total Emissions (tCO ₂ e)	230 tCO ₂ e 0.137 tCO ₂ e/sqm	3.5 tCO ₂ e 0.00368 tCO ₂ e/pax	0.09 tCO ₂ e 0.000007 tCO ₂ e/pax	109.0 tCO ₂ e 3.2 tCO ₂ e/employee
Total Waste (tonnes)	33.04 0.02 t/sqm	NO DATA AVAILABLE	NA	7.21

ENVIRONMENTAL TARGETS	TARGET YEAR	PROGRESS - ACTUALS				
		2019	2022	% change	2023 target	What’s happening here so far?
Reduce our Scope 1 & 2 CO ² e emissions 10% by 2023 and 50% by 2030	2023/ 2030	17.93 tCO2e	10.63 tCO2e	41% reduction	9.57 tCO2e	Change in suppliers from office move in 2020 saw a drop in emissions. Despite seeing an increase in the apportionment of gas use, the 2019 fuel mix for the energy supplier at our old office generated a huge amount of CO2e compared to the 2022 fuel mix for our current supplier at the new space. Despite our gas emissions increasing, huge reduction in electricity emissions resulted in an overall drop in scope 1 & 2 combined emissions.
100% Renewable electricity. Green gas supply by 2025	2025	No	Electricity supply expected to change at end of contract in 2023	-		We’re lobbying our landlord to make the switch to a 100% renewable electricity supplier (that can demonstrate additionality - i.e. generating additional capacity for green energy going into the grid). Our contract is up in April 2023.
Reduce our electricity and gas consumption 10% YOY (kwh)	Ongoing	Electric - 64292 Gas - 7589	Electric - 42816 Gas - 31448	Electricity: 33% decrease Gas: 433% increase	Electric - 38534 Gas - 28303	We moved office midway through 2020 and now rent a bigger office space. Crucially our space now sits within a much larger office building and as a company we pay a % of the building’s total gas use, as its controlled from one central building boiler.
Reduce our CO2e from event delivery by 5% YOY	Ongoing	No data available	0.140 tCO2e/sqm	-	0.133 tCO2e/sqm	
Reduce waste from our event delivery 50% by 2025	2025	No data available	0.02 tonnes/sqm	-	0.015 tonnes/ sqm (20% reduction)	
Develop network of key global production suppliers to reduce transport emissions	2025	2 production suppliers in Europe + 1 in USA	2 production suppliers in Europe + 1 in USA	-	4 European suppliers +1 USA	
Reduce business development flights taken by business class	2025	Data not yet refined	200,994 km travelled in business. (87% of our total distances travelled for BD)	-	100,497km	

2022 - Environment: Successes & Challenges

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Successes



- Sign off of new Environmental Policy for the agency. Public environmental commitments made*, helping to strengthen our net zero ambitions. Key targets identified for YOY progress in emissions reduction.
- Successful roll-out of reporting & CO²e tracking tool TRACE within the team, allowing first sight of emissions data for client projects worldwide. This, alongside our first analysis of our operational/ core emissions data, has provided huge clarity on where our efforts need to focus.
- All MCCGLC suppliers successfully engaged with data reporting for 2022 and now continuing to improve reporting over time. Discussions begun about supporting our net zero journey.
- Successful interventions in several operational activities for the MCCGLC office and core operations, supporting reductions in waste and CO²e emissions - zero waste snacks, recycling & food waste bins, a switch to a green website host.
- New policy for business development flights. Committing to economy flights for all short haul European destinations, and premium economy for all day-time transatlantic flights, wherever possible (reducing business class travel).

Challenges



- Data: While most operational emissions were identified, some expenses were difficult to acquire emissions data from (e.g cash taxi receipts). We are working on ways to refine this in 2023, and also improve accuracy of data with project partners where challenges were identified.
- As we rent our office space our utilities providers are tied to our landlord. We have lobbied for a change to a 100% renewable electricity provider and await a decision in April '23 as to whether this will be seen.
- Our events CO²e tracking tool was rolled out in October 2022 so suppliers were largely collating 2022 data post-event. This likely affected the quality of some data provided.
- Clients have ambitious environmental targets, but often no incentives for teams on the ground to support action. We need to find ways to exert more influence and to educate.
- We are just recovering from an unprecedented few years of the COVID pandemic which impacted the business and many of our industry partners hugely. World events have continued to impact supply chains and challenge costs. A careful balance of priorities is still required as we rebuild.

Opportunities



- Knowledge is power! We have come so far in identifying the key sources of our CO²e emissions and now we have the ability to take action where it is needed most.
- Many clients have large CSR teams and their own net zero targets. Alignment and actions reducing our impacts should be possible by working together.
- Room for improvement in terms of data accuracy. We know what can be improved and can develop a plan of action with key partners.
- Travel & Transport is a key area for focus ongoing. New partnerships worldwide will have a significant impact on helping to reduce emissions.
- Suppliers will be briefed from project kick off in 2023, ensuring awareness of data requirements from the beginning of the event.
- Internal education and awareness should be prioritised to help us to achieve our targets.

* Joined SME Climate Hub, Committed to net zero by 2040, UN Global Compact signatory

PROFIT

Creativity with Integrity: Iconic Design. Positive Impact.
Future Focused.
Sustainable Growth.
Customer Centric.



FUTURE
FOCUS

2022 - Profit: Business Goals & Key Objectives

8

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Push Boundaries



To continue to deliver iconic creative work, and do so with a conscience. We want our work to have a positive impact and we strive to work with brands that effect positive changes in the lives of human beings.

Encouraging our team to be:

Open to possibilities & ideas.

Embracing the alternative. Experimental.

Challenging perceptions.

Eye-catching.

Prosper



To continue to grow a profitable and forward thinking business allowing us to continually invest in our people, support the development of a more sustainable industry, and help support the communities around us.

We aim to grow revenue by 100% in 2023 (2022: £6.2m)

We aim to re-cement every client relationship from pre-pandemic, as well as diversify with new clients.

Having invested in development of our own virtual meeting software **SPACEIN**, we will promote an enhanced client experience with a virtual presence at physical shows.

Perform



To be the best we can be, we need to listen well and adapt fast.

We want to hear our clients more clearly and understand better their needs and their niggles.

Client retention is a key foundation of our business.

2022 - Profit: Business Goals & Key Objectives

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Successes



Spacein →

Our team worked incredibly hard during the pandemic, dreaming up and developing an innovative online platform, **SPACEIN**. It's a brilliant visualisation tool that supports remote teams and virtual events, allowing people to have more life-like, face to face encounters online.

We believe that hybrid events will be a key component to future of events, providing wider access for all, and helping drive down emissions.

We'd never developed anything of this scale and complexity and it's become a hugely valuable asset in our arsenal. One we're very proud of.

We created our MCCGLC Ethical Framework back in 2018 to embed standards in our business around the sort of brands we choose to work with. A key element of this is now reflected in our Mission and Vision.

CREATIVITY

+ POSITIVE
IMPACT

We choose to be associated with brands that effect positive changes in the lives of human beings.

The full framework will be re-visited as we move ahead and re-examine our policies, but for now, it's here as a good reminder of our desire to make sure our work adds value beyond client's shareholder profits.

Challenges



The pandemic reduced our revenue from 18.5 million in 2019 to 2.5 million in 2021. The challenge to the business that came with this change are obvious. Supporting our team financially, retaining our office, and managing our energy levels, all became things we learned to not take for granted.

While the business looks different in 2022, we are excited to rebuild an agency we are all proud to be a part of and that has a strong and sustainable path ahead.

Opportunities



We've worked with some of the biggest brand names in the world - some for over 15 years. This is testament to our hugely dedicated and passionate team achieving A* client satisfaction.

But we don't want to sit on our laurels. Better is always best.

From 2023 we plan to introduce a quick and easy online questionnaire that will support us, in addition to our standard project wash-up calls. It will help us standardise feedback across teams, and understand what our clients want, what they need us to do differently and what they care about most when it comes to working with us.

GHG Emissions Data for period 1 Jan 2022 to 31 Dec 2022

	Tonnes of CO ² e				
	2019	2020	2021	2022	NOTES
Scope 1	0.000	0.000	0.000	0.000	
Scope 2	18.239	5.110	7.600	10.627	
Scope 3	not measured	not measured	4.849	331.972	Data in 2019 & 2020 excludes stand production data and supplier travel & logistics - data unavailable from suppliers. - 2020: no f2f events were delivered from March-Dec due to COVID-19 - 2021: no f2f events were delivered due to COVID-19 - 2022: is the first year we have successfully measured the emissions of all of our client work and so this will become our baseline year for Scope 3 emissions.
TOTAL Scope 1 + 2 emissions	18.239	5.110	7.600	10.627	
TOTAL Gross Emissions (tCO ² e)	-	-	12.449	342.599	
Carbon positive project investments ('offsets')	0.00	0.00	0.00	0.00	
Revenue (million £)	18.553000	4.882000	2.445000	6.200000	
Intensity measurement 'Tonnes of CO ² e produced per million pounds of revenue'	-	-	5.092	55.258	
No. of staff employed on 1st April	57	65	47	34	
Intensity measurement 'Tonnes of CO ² e produced per employee'	-	-	0.265	10.076	Based on Number of staff employed on 1st April

Company Information: MCCGLC Limited is a private company, incorporated in the UK. Registered address is Arnold House, 21-33 Great Eastern Street, London, EC2A 3EJ, UK

Reporting period: Jan 1st 2022 to Dec 31st 2022

Approach: We have followed the Government guidance on how to measure and report Greenhouse gas emissions as well as the GHG Protocol. Total greenhouse gas emissions are quantified in carbon dioxide equivalents (CO²e), which take into consideration that different greenhouse gases have different global warming factors.

For each emission calculation, relevant emission drivers and UK govt emission factors have been used . As priority, exact activity data has been used, but where lacking, usage estimated. For flights, the Radiative Forcing Index (RF) of high altitude is included accounting for the indirect (non-CO2 emissions e.g. water vapour, contrails, NOx) climate change effects from the emissions.

Organisational boundary: We have used the financial control approach.

Operational scopes: We have measured our scope 1, 2 and our significant scope 3 emissions. For calculation of the company's emissions from electricity (scope 2), the market based principle is used. Electricity Transmission and Distribution emissions are included in our Scope 3 emissions.

Base year: Scope 3 emissions have only been measured since 2022 and so this will become our overall baseline for all three scopes ongoing.

Targets: Our key emissions reduction targets are explained within this report on page 20. Our Head of Sustainability is responsible for driving behaviour change in the business, but overall responsibility for achieving our targets sits with the CEO.

Intensity Measurement: We have chosen 'Tonnes of CO²e per million pound revenue' and 'tonnes of CO²e per employee' as our key metrics. Our intensity metric has risen significantly this year as our business picks up after COVID-19. The pandemic had significant impact on our business, as most of our primary business is in the design and delivery of exhibition space design for international conferences. Additionally this is the first year we have successfully measured, and therefore included, emissions data from the production and installation of our design work globally.

External Assurance: We have not received external assurance of our data but this has been collected to the best of our knowledge and emissions calculated using GHG Protocol guidance.

Carbon Offsetting: we are looking to contribute to climate-positive projects from 2023.

