



# MOST WANTED: MUSIC

## SUSTAINABILITY POLICY

### 1. Document ID and Control Information

- **Document ID:** MW:M Sustainability policy
- **Version:** 1.0
- **Issue Date:** 15.05.2024
- **Reviewed by:** Stephan Hengst (Event Director)
- **Next Review Date:** 25.09.2024

### 2. Purpose

The purpose of this Sustainability Policy is to outline the commitments of Most Wanted: Music (MW:M) to ensuring that our event operates in a sustainable and responsible manner. We are dedicated to minimising the environmental impact of our activities, promoting social sustainability, and embedding these values into all facets of event production, management, and delivery.

Our aim is to foster a music industry that is kinder, fairer, and more sustainable for all, while ensuring financial growth and innovation. We strive to become a leader in sustainable events by aligning our practices with ISO 20121:2024 standards.

### 3. Scope

This Sustainability Policy applies to all event aspects of the **Most Wanted: Music (MW:M)** convention, including:

- **Event Production:** From planning to execution, across all venues where it takes place at the Kulturbrauerei and virtual spaces.
- **Suppliers and Partners:** All parties involved in providing services, products, and logistics for the event.
- **Attendees and Participants:** All event-goers, speakers, artists, volunteers, and staff.
- **Sustainability Aspects:** Transport, energy, water, waste, catering, conservation of local environment and biodiversity, equality, diversity and inclusion (EDI), and local community engagement.

It applies to **MW:M**, taking place from November 12th-14th, 2024 at the Kulturbrauerei (Schönhauser Allee 36, 10435 Berlin), and all future events under the MW:M banner.



#### 4. Responsibility & Authority

- **Top Management** is responsible for communicating, implementing, and ensuring adherence to this policy by all staff, contractors, and partners involved in MW:M. Top Management refers to the Director of the convention, Mr. Stephan Hengst supported by the sustainability manager, Ms. Eva Balaban.
- **All MW:M staff, contractors, and partners** are responsible for upholding this policy and contributing to our sustainability goals.
- The **MW:M Leadership Team** will oversee compliance with the sustainability objectives and support the development of a culture that fosters continuous improvement in sustainable practices.

#### 5. References

- **ISO 20121:2024** – clauses # 5.2 (Policy) and 4.5 (Sustainable Development Principles, Statement of Purpose, and Values).
- **United Nations Sustainable Development Goals (SDGs)**, including:
  - **SDG 3:** Good Health and Well-Being
  - **SDG 5:** Gender Equality
  - **SDG 8:** Decent Work and Economic Growth
  - **SDG 10:** Reduced Inequalities
  - **SDG 11:** Sustainable Cities and Communities
  - **SDG 12:** Responsible Consumption and Production
  - **SDG 13:** Climate Action
  - **SDG 17:** Partnerships for the Goals
- National and local regulations on sustainability, environmental protection, and social responsibility.

#### 6. Definitions/Abbreviations

- **ISO:** International Organization for Standardization.
- **EDI:** Equality, Diversity, and Inclusion.
- **MW:M:** Most Wanted: Music Convention.

#### 7. Policy Statement

**Most Wanted: Music** aims to start building the music and creative industries of tomorrow, where collaboration is not merely about working together but creating new with modern goals and rallying around a new ethos, where individuals have the equity, agency, transparency and power that they deserve.

MW:M's key objectives are: enabling practical know-how transfer, fostering networking and exchange and inspiring new ideas and business models in the most sustainable way. Caring for the planet and making access to music fair is the route to new forms of income.



**Our Mission:** To lead by example in making the music industry greener, fairer, and more inclusive, while maintaining financial growth and innovation.

## 8. SD Principles & Commitments

### 8.1. Inclusivity

We recognise the importance of inclusivity in every stage of event production. Our policy ensures that all stakeholders—community members, authorities, supply chains, talent, staff, crew, and attendees—are engaged in the planning process:

- **Engagement:** We maintain open channels for communication with all interested parties regarding event-related activities such as operating hours, traffic changes, noise, waste management, and safety.
- **Ticketing:** We provide multiple ticketing options to ensure accessibility for all, including those with mobility issues. (*There are cheaper tickets for Students & Trainees, Berlin Pass holders (welfare recipients) and those accompanying people with disabilities can attend the event for free.*)
- **Feedback and Participation:** Contractors, suppliers, staff, and crew are actively involved in event planning and debriefing, with opportunities to provide feedback, suggestions, and voice concerns.

### 8.2. Integrity

MW:M is committed to ensuring the highest level of integrity in event production:

- **Professionalism:** All staff and partners are expected to conduct themselves with professionalism and integrity.
- **Ethical Standards:** We operate in compliance with the law and maintain the highest ethical standards in all business dealings, with no bias.
- **Diversity:** Diversity is encouraged in both our employment policies and programme content.

### 8.3. Environmental Stewardship

We understand our responsibility as temporary custodians of the venues and resources used for our events:

- **Environmental Consideration:** We ensure our activities do not harm local biodiversity and take steps to reduce natural resource consumption.
- **Waste Reduction:** Through careful planning, we aim to reduce solid, liquid, and gaseous waste emissions.
- **Sustainable Procurement:** Our procurement policy encourages the adoption of sustainable practices.

### 8.4. Transparency

We commit to transparency in all aspects of our event production and communication:

- **Open Information:** Relevant information about our operations is made available to all stakeholders, including the local community, authorities, and our audience.
- **Supply Chain Communication:** Suppliers are informed about contract decisions promptly and in writing.



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- **Staff Involvement:** Staff and crew are kept informed about our sustainability policies, working hours, conditions, and any changes during the event planning cycle.

### 8.5. Human Rights

We fully support and respect internationally recognised human rights principles:

- **Non-Complicity:** We ensure that our procurement decisions avoid any form of complicity in human rights abuses.
- **Fair Labor:** MW:M is against forced, compulsory, or child labour within our supply chain.

### 8.6. Labour Standards

We ensure fair working conditions for all:

- **Freedom of Association:** Our policy does not restrict staff, performers, or supply chain workers from joining labour unions or other bargaining groups.
- **Non-Discrimination:** We are very committed to eliminating discrimination within our employment practices, subcontractor policies, and supply chain procurement. (See BMC's Code of Conduct: <https://www.berlin-music-commission.de/en/code-of-conduct-coc/> and MW:M's Awareness principles: <https://mwm-berlin.de/awareness/>)

### 8.7. Legacy

Our goal is to leave a lasting positive impact on our host communities, suppliers, and attendees:

- **Community Support:** We support community initiatives by providing resources, time, and exposure to local causes.
- **Internship and Skill-Building:** We welcome interns and volunteers to transfer event production skills into the local community.
- **Local Procurement:** We prioritise local contractors and suppliers to boost the local economy.
- **Sustainability Awareness:** We provide our Sustainability Guidelines and resources to our staff, crew, partners and suppliers. In addition, through our conference programme, we offer 2 days of sustainability related workshops, presentations, sessions and networking opportunities for the wide public.

## 9. Sustainability Framework

- **Objectives & Targets:** We have established clear sustainability objectives, including reducing carbon emissions, minimising waste, and increasing social inclusivity.
- **Compliance:** Adherence to these objectives is regularly reviewed and monitored, ensuring compliance across all activities.
- **Auditing:** MW:M is in the process of obtaining ISO 20121:2024 certification, and we will conduct regular audits to ensure ongoing alignment with these standards.
- **Continuous Improvement:** Our policy will be reviewed annually, with updates implemented based on feedback, emerging sustainability trends, and technological advancements.

## Document Control



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This document will be reviewed and updated regularly to reflect new sustainability strategies, regulations, and stakeholder feedback.