



Jigsaw Conferences

Biodiversity Policy

DATE: November 2024

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1. Purpose

The *Policy* is intended to establish a framework of reference for integrating the protection and promotion of biodiversity into Jigsaw Conferences Limited (“Jigsaw”) strategy, and to define the principles of conduct for the business that is sustainable and contributes to a nature-positive society.

The degradation of ecosystems and the unprecedented decline of biological diversity, unanimously identified by the scientific community as a direct consequence of the impact of human activities, entail serious environmental, economic and social risks, requiring action to reverse the loss of biodiversity.

Jigsaw are committed to taking a leadership role in the conservation and promotion of biodiversity in their industry and to integrating into their management the United Nations (UN) 2050 vision of “*Living in Harmony with Nature*”, where biodiversity is valued, preserved, restored and used sustainably, maintaining the services of the ecosystem, supporting a healthy planet and providing essential benefits for all people.

This commitment is aligned with the 2022 Kunming-Montreal Global Biodiversity Framework targets and with the achievement of Sustainable Development Goals (SDGs) six, thirteen, fourteen, fifteen and seventeen approved by the United Nations (UN)

2. Scope of Application

This *Policy* applies to Jigsaw and its employees.

3. Main Principles of Conduct

To implement its commitment to biodiversity, Jigsaw shall be guided by the following main principles of conduct, which apply to all their activities and business:

- a. integrate biodiversity in internal strategic and decision-making processes within the boundary of the company, as well as in the analysis, management and reporting of long-term risks.
- b. apply the principle of mitigation hierarchy (avoid, minimise, restore, and compensate as a last resort) in all the phases of projects.
- c. avoid or reduce deforestation associated with their activities and supply chain.
- d. manage and compensate in quantity and quality the negative impacts produced on the environment, giving priority to the like- for-like principle and to nature-based solutions, facilitating the connectivity of populations and encouraging the development of special protection or private conservation areas.



- e. integrate the management of natural capital and biodiversity into the management system of the company, setting goals, indicators and standards for the control, monitoring and audit thereof where applicable to do so.
- f. participate in carrying out research, preservation and education projects where required to do so, cooperating with government agencies, non-governmental organisations, local communities and other Stakeholders on biodiversity issues.
- g. promote biodiversity awareness; and
- h. report on activities within the framework of the company regarding biodiversity, the presence of facilities in protected areas, and research, preservation, education and awareness-raising actions, periodically publishing a biodiversity report.

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This *Policy* was initially approved by the Directors on 28th November 2024

and was last amended on 28th November 2024