



Sustainability Report 2025

Report on sustainable entrepreneurship
and corporate responsibility for FY 2025

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This report covers the period 1 January 2024 – 31 December 2024 and is published on a voluntary basis. The report has not been externally audited. Reference framework: GRI Standards principles (non-binding). Published: Prague, 2025.

SECTION 1

A Word from the Managing Director

Dear partners, clients and friends of CONNEA,

In 2025, CONNEA celebrates 28 years in the event industry. Over that time we have organised hundreds of events at home and abroad — and with each one our responsibility towards people, the environment and society only deepens.

We are aware that event production carries an ecological footprint — travel, energy, consumables. That is precisely why we seek ways to reduce it consciously: we prioritise digital communication over print, select local suppliers, and choose certified venues wherever possible.

Social responsibility is not a slogan for us — it is everyday practice. Whether it is supporting the Safe Home (Bezpečný domov) project at the Meridian Gala, or our Be Offline, Play Sport! initiative aimed at getting children active — we believe events can be a driver of positive change.

This report is our first public step towards a more systematic approach to sustainability. We are not perfect — but we are committed to improving.

Ing. Tomáš Krčma

Managing Director & Managing Partner, CONNEA s.r.o.

SECTION 2

About the Company

28

YEARS IN BUSINESS

600+

GOLF TOURNAMENTS

12+

COUNTRIES

~10

EMPLOYEES

CONNEA s.r.o. is a Czech event agency headquartered in Prague, specialising in full-service corporate events, sports tournaments, conferences, team-building activities and gala dinners. We operate in the Czech Republic, Slovakia, Poland, Romania, France and other countries.

ITEM	DETAIL
Company name	CONNEA s.r.o.
Registration No. / VAT No.	25348655 / CZ25348655
Registered address	Čechova 55, 664 51 Šlapanice

Managing Director	Ing. Tomáš Krčma
Number of employees	approx. 10 (permanent)
Key markets	CZ, SK, PL, RO, FR and others
Website	www.connea.cz / www.connea.sk

SECTION 3

Governance

ESG Responsibility

Responsibility for environmental, social, ethical and human-rights topics is held by Managing Director Ing. Tomáš Krčma. In a company of this size he provides direct oversight of the commitments set out in this report. The formal appointment is documented separately (ref. CONNEA-ESG-2025-001).

Reporting Framework

This report is loosely inspired by the principles of the GRI Standards (Global Reporting Initiative). CONNEA s.r.o. is not currently a formal signatory to any external CSR framework (e.g. UN Global Compact), but monitors developments in voluntary reporting and is considering formal adherence to relevant initiatives.

Publication

This report is published externally and is available upon request to business partners and customers. CONNEA commits to publishing this report annually.

ESG Contact Person:

Ing. Tomáš Krčma, Managing Director

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SECTION 4

Environment

Greenhouse Gas Emissions

CONNEA s.r.o. is a service company with no manufacturing operations and no heavy machinery. Direct emissions (Scope 1) arise solely from company vehicles used for local transportation. Indirect emissions (Scope 2) cover electricity consumption in office premises.

Value-chain emissions (Scope 3) — in particular air and road travel to international events and supplier consumption — represent the most significant category for an event agency. CONNEA s.r.o. does not currently perform formal quantification under the GHG Protocol methodology but plans to introduce basic tracking in 2026.

Measures to Reduce Impact

- Priority use of digital materials (programmes, invitations, branding) over print
- Selection of venues and hotels with environmental certifications wherever possible
- Minimisation of single-use plastics at organised events
- Preference for local suppliers to reduce transport distances
- Waste separation in office premises

Office Energy

Office premises are supplied by PRE (Prague Energy). The share of renewable sources in the electricity supply corresponds to the distributor's current mix. CONNEA s.r.o. does not currently source electricity from a certified green tariff but is considering this as part of its 2026 targets.

Products and Chemical Substances

CONNEA s.r.o. does not sell physical products or products containing regulated chemical substances. Questions of chemical compliance and take-back systems do not apply to the company (N/A).

SECTION 5

People & Working Conditions

Legal Framework and Policy

Working conditions at CONNEA s.r.o. are governed by Act No. 262/2006 Coll. (Czech Labour Code) and related legislation. This statutory framework provides employee protection in the following areas:

- Prohibition of discrimination and equal treatment
- Occupational health and safety (OHS)
- Working hours and overtime
- Leave and time off
- Minimum wage and fair remuneration
- Employee privacy (GDPR)

Employee Training

All employees complete mandatory OHS induction training and regular periodic training in accordance with statutory requirements. Beyond statutory obligations, CONNEA supports the professional development of employees in event management and project management.

Human Rights

CONNEA s.r.o. respects fundamental human rights in accordance with the Czech Charter of Fundamental Rights and Freedoms and the European Convention on Human Rights. Forced labour, child labour and any form of modern slavery are not tolerated within the company.

Community Commitments

Safe Home (Bezpečný domov): In 2026 CONNEA organised a charity raffle at the Meridian Gala in support of the Safe Home project.

Be Offline, Play Sport!: Through the Prague Sportiada, CONNEA actively promotes physical activities for children and young people in cooperation with AC Sparta Prague and FK Motorlet.

SECTION 6

Ethics & Anti-Corruption

Ethical Policy

CONNEA s.r.o. is committed to ethical conduct in all business relationships.

AREA	COMMITMENT
Anti-corruption	Zero tolerance for bribery; employees decline unreasonable gifts or benefits from suppliers and clients
Conflicts of interest	Employees are required to report potential conflicts of interest to the Managing Director
Competition law	The company does not engage in anti-competitive conduct, cartel agreements or abuse of market power
Data protection	Processing of personal data in accordance with GDPR (EU Regulation 2016/679)
Transparency	Honest and transparent business dealings with clients, suppliers and employees
Intellectual property	Respect for copyright and intellectual property rights of third parties

Ethics Training

Ethical principles form part of the onboarding process for new employees. The Managing Director communicates ethical expectations on an ongoing basis at internal meetings.

SECTION 7

Responsible Supply Chain

Supplier Selection

When selecting suppliers (catering companies, technical production, accommodation providers, transport companies), CONNEA s.r.o. considers sustainability alongside price and quality. We prefer:

- Local and regional suppliers to reduce transport distances
- Accommodation and conference facilities with environmental certifications
- Catering companies working with seasonal and locally sourced ingredients
- Suppliers with legally compliant employment arrangements

Formal CSR Requirements for Suppliers

CONNEA s.r.o. does not currently have a formalised written CSR code for suppliers. Basic ethical and legal standards are incorporated into contractual documentation. The introduction of a formal Supplier Code of Conduct is planned as a target for 2026.

SECTION 8

Grievance Mechanism

Purpose and Scope

CONNEA s.r.o. ensures that employees, business partners and third parties can safely report any concerns relating to ethics, working conditions, human rights or other misconduct.

STEP	DESCRIPTION
1. Submission	By e-mail to tomas.krcma@connea.cz, by post to the registered address, or in person to the Managing Director. Anonymous submissions are accepted.
2. Acknowledgement	The complainant receives acknowledgement within 5 working days of receipt (unless the submission is anonymous).
3. Investigation	The Managing Director or a designated person investigates the complaint within 30 days . In complex cases this period may be extended; the complainant will be informed.
4. Outcome	The complainant is notified in writing of the outcome and measures taken (unless anonymous).
5. Appeal	If unsatisfied, the matter may be referred to the relevant state authority (Labour Inspectorate, Czech Trade Inspection, Data Protection Office).

Non-retaliation principle: Any form of retaliation against a person who has raised a complaint in good faith is strictly prohibited and will be treated as a serious disciplinary matter.

SECTION 9

Goals for 2026

AREA	GOAL	DEADLINE
Environment	Introduce basic CO ₂ tracking for company transport and office energy consumption	Q3 2026
Environment	Switch to a certified green electricity tariff in the office	Q4 2026
Supply chain	Draft and distribute a Supplier Code of Conduct to key suppliers	Q2 2026
Governance	Evaluate formal adherence to UN Global Compact or a comparable initiative	Q4 2026
Reporting	Publish the second edition of the Sustainability Report for FY 2025	Q1 2027
Social	Continue charitable activities (Safe Home, Prague Sportiada)	Ongoing

This report was published in Prague in 2025.
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