



VICTORIAN
CONVENTION AND
EVENT TRUST

Sustainability and Impact Strategy

2026-30

Acknowledgement of Country

We acknowledge the Traditional Owners of the lands on which we operate our venues in Narrm and Djilang; the Wurundjeri Woi Wurrung and Wadawurrung peoples. We pay our respects to Elders past and present and seek to honour the long-standing tradition of building community and exchanging ideas on these lands.

We extend that respect to the broader Kulin Nations and the Traditional Owners of all First Nations communities across Victoria and Australia.



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Message from the Chair and CEO



The Hon. John Brumby AO

Chair
Victorian Convention and Event Trust



Natalie O'Brien AM

Chief Executive
Victorian Convention and Event Trust

At Melbourne Convention and Exhibition Centre (MCEC) and Nyaal Banyul Geelong Convention and Event Centre (Nyaal Banyul), our core goal is to deliver impactful events.

As one of Australia's leading event venue operators, we recognise that our impact extends far beyond our walls. Each event we host connects people, businesses, suppliers and communities, generating economic value, social outcomes and environmental pressures across a complex value chain.

Our Sustainability and Impact Strategy 2026–30 marks an important evolution in how we run our business to cement and build our positive impact, whilst addressing negative outcomes that we influence.

We are building on the strong foundations of our previous strategy, which embedded sustainability into how we operate our venues, reduced our environmental footprint and strengthened our social contribution. It also reinforced the importance of partnerships, recognising that meaningful progress requires collaboration across our industry and community.

Our new strategy takes a broader and more integrated view. It moves beyond our direct operations to consider the full ecosystem in which we operate, from how events are designed and delivered, to how we work with suppliers, customers, partners and government to drive better outcomes.

This reflects a simple belief: a truly sustainable business balances environmental, social and economic outcomes while creating value for all stakeholders.

For our customers, this means being a trusted partner in delivering events that minimise environmental impact while maximising social and economic benefit. For our people, it means safe, inclusive and meaningful workplaces where they can contribute and thrive. For our suppliers and partners, it means working together to embed responsible, ethical and environmentally sound practices. For the broader Victorian community, it means generating lasting prosperity while protecting our natural environment.

This strategy is focused on three interconnected priorities: environmental responsibility, social impact and economic prosperity. Together, they represent our commitment to operate resilient, inclusive and future-focused venues that contribute positively to our local regions.

We know that progress relies on strong partnerships, transparent reporting and a shared commitment across our value chain to continuously improve how we design, deliver and measure the impact of events.

We are proud of the central role we play in Victoria's events ecosystem. Looking ahead we are committed to lead venues and events that are environmentally responsible, socially impactful and economically beneficial for our stakeholders and communities.

Our sustainability and impact strategy

Events are where ideas take shape, communities form and organisations grow. As operators of MCEC and Nyaal Banyul, the Victorian Convention and Event Trust (VCET) sits at the centre of that activity.

Each year, we host hundreds of events and welcome millions of visitors. From global conferences and trade shows to local meetings and concerts, our venues generate significant visitor spending, local employment and procurement, and community engagement. To make this happen, we rely heavily on our people and the natural world, using large amounts of energy, water and materials.

Like the broader tourism and events industry, we are faced with risks relating to supply chain cost and disruption, air travel emissions, reliance on natural resources, venue safety, security and accessibility hazards, and financial headwinds.

Operating one of Australia’s largest event venues, we acknowledge our responsibility to protect and grow the positive impact we have, while actively addressing environmental outcomes we can influence.

Our Sustainability and Impact Strategy 2026-30 captures this responsibility. It underpins two core objectives from our Business Strategy:

To be a global leader in sustainability for venues and events

To operate venues that are integral to their local precincts.

This Strategy outlines where we are, where we’re heading and how we will measure progress.

Building on strong foundations

For decades, VCET has been committed to environmental responsibility. We hold a mix of Greenstar 5- and 6-star building certifications across our venues, and MCEC has held EarthCheck Platinum certification since 2023. We power our venues with 100% renewable electricity through a mix of purchased, and on-site generation at Nyaal Banyul. Our Geelong venue takes this a step further, being a fully electric building. Our waste management systems support waste separation and at each venue we process organic waste through on-site dehydrators.

Our ongoing commitment to social impact is grounded in our work across gender equality, accessibility and First Nations engagement. Since 2021, we have made significant reductions to our gender pay gap and balanced the proportion of women across the workforce and leadership. In 2025, we established an independent Accessibility Advisory Committee to gather feedback from people with lived experience, holding us to account on our Accessibility Action Plan commitments.

In 2026 we launched our inaugural Reconciliation Action Plan. Our Geelong venue leads our work in this space. The venue was gifted its name Nyaal Banyul, meaning ‘open your eyes to the hills’, as part of deep consultation with local Wadawurrung Traditional Owners in the site’s design, construction and branding. Our performance from 2025-26 has been used to support the development of this strategy and is highlighted on the following pages.



2025-26 performance

Energy and emissions

Switched to

100% renewable electricity

reducing Scope 2 emissions to 0 tCO₂e¹

Consumed²

▼ **3%** electricity

▲ **6%** gas

(compared to 2024-25)

Waste and resource recovery

Recovered

~260 tonnes

of waste, equating to a resource recovery rate of

21% core waste

25% licensed waste

Donated

1,219 kgs

of fresh produce from our community partner Skyfarm to OzHarvest, equating to 2,581 meals

Donated

14,962 kgs

of food and beverage from MCEC's kitchen to our community partner Bright Sparq

Accessibility

Completed first full year of the

Accessibility Advisory Committee

Updated

Accessibility Policy

Offered two events a free sensory space and provided

500 free sensory bags

to MCEC visitors, in partnership with Variety Australia and The Inclusion Project

Embedded

Hidden Disability Sunflower Training

within VCET's online learning platform, providing organisation-wide access for all employees

Water³

Captured

570 kL of rainwater

Used (compared to FY25)

▼ **11%** water

Gender equality

Reduced mean base salary gender pay gap to

+3.2%

Employed

46% women

across workforce

57% women

in leadership

First Nations reconciliation

Continued to partner with

Wadawurrung Traditional Owners

in the lead up to Nyaal Banyul's opening

Developed our

Reflect Reconciliation Action Plan

First Nations supplier spend

1.5% total supply chain

Local procurement

Victorian-based supplier spend

\$43M in procurement

Victorian-based supplier spend

95% total supply chain

Economic impact

Contributed

\$703M in economic impact

Hosted

738 events

¹ Scope 2 market-based emissions.

² 2025-26 data for June has been estimated using 2024-25 figures.

³ 2025-26 data for April to June has been estimated using 2024-25 figures.



Looking ahead

We want to amplify our positive impact and address some of the key sustainability-related risks facing our organisation. This Strategy details how we plan to do this over the next four years by focusing on:

Environmental responsibility

to reduce our environmental impact and strengthen climate resilience

Social impact

by building inclusive, safe and equitable spaces

Economic prosperity

creating lasting value for Victorian communities

VCET considers these three priorities to be interrelated and connected. We acknowledge that a prosperous business is one built alongside social inclusion and environmental protection.

The Strategy was established in consultation with key stakeholders across the organisation, the Victorian government, public-private-partnership (PPP) partners, customers and industry bodies.

It considers VCET's legislative obligations, the State Government's environmental, social and economic objectives, and VCET's Business Strategy. In particular, this Strategy highlights VCET's strategic lever, Impact as a competitive advantage, and the two strategic objectives, to be global leaders in sustainability for venues and events, and to be integral to the cities in which our venues are based.

The Trust has ultimate accountability for VCET's sustainability and impact commitments and its strategy, while the Leadership Team is responsible for embedding the strategy across the organisation. The Sustainability and Impact team leads its implementation, whilst the whole organisation plays a key role in its delivery.

Progress on the strategy and our commitments are published each year in VCET's Annual Report.

VCET's Purpose

Welcoming places for people to share ideas, build communities and leave legacies

VCET's Vision

The world's trusted partner for delivering impactful events

VCET's Strategic Objective

Be global leaders in sustainability for venues and events

Our venues are integral to the cities they're based

Our Priorities	Environmental responsibility Reduce environmental impact and strengthen climate resilience	Social impact Build inclusive, safe and equitable spaces	Economic prosperity Create lasting value for Victorian communities
Focus Areas	Circularity and waste Climate and nature resilience Energy and water use and supply	Accessibility Gender and cultural diversity First Nations reconciliation	Regional impact Human rights
Targets	10 percentage point increase in resource recovery from baseline by 2030 Net Zero by 2045	+/-5% gender pay gap (mean base salary) 3% social impact procurement spend by 2030 (inclusive of First Nations, disability-owned and social enterprise suppliers)	\$2.5M+ annual community investment across VCET \$1B+ annual economic impact across VCET by 2030
What We Will Do	Re-baseline emissions footprint (Scope 1-3) Develop climate/nature transition plan Establish circular procurement guidance Build circularity and reporting services for customers Biannual external waste audits	Reset Accessibility Action Plan from 2027-28 Improve intersectional people data collection Update gender and First Nations considerations in leave policy Engage First Nations advisors for RAP Social procurement criteria in market engagement >\$75k Target social impact procurement opportunities	Maintain our community partnership program Reset economic impact measurement Record supplier product/category origin Establish annual training on Sustainability and Impact, and Modern Slavery
UN SDGs Our Strategy Supports	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH
Enablers	Product Capability	Governance Procurement	Transparency

Developing our Strategy

Stakeholder engagement

The VCET Sustainability and Impact Strategy 2026-30 was developed over six-months of research, stakeholder engagement, internal consultation, and a materiality assessment, before endorsement by the Leadership Team and the Trust.

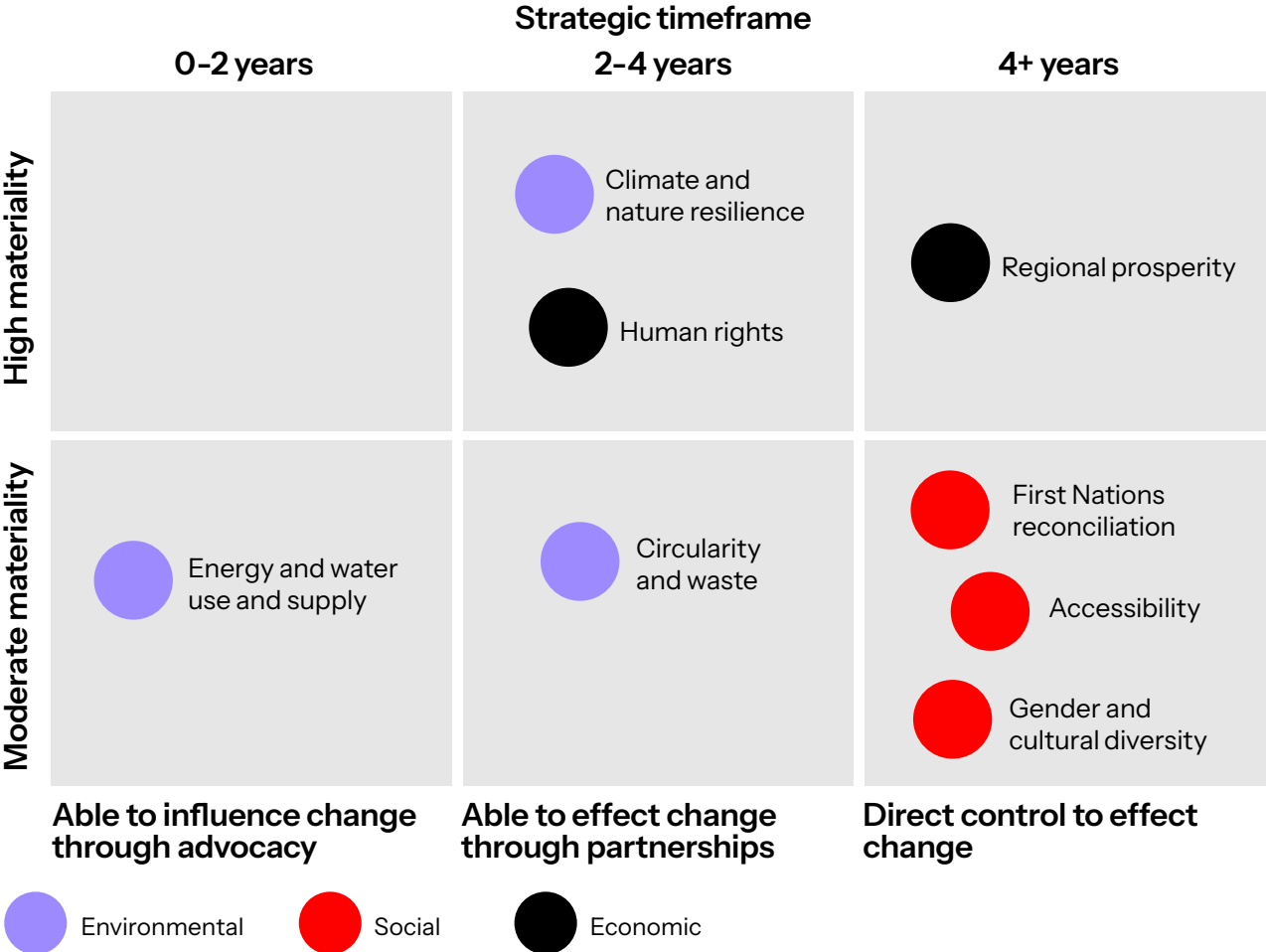
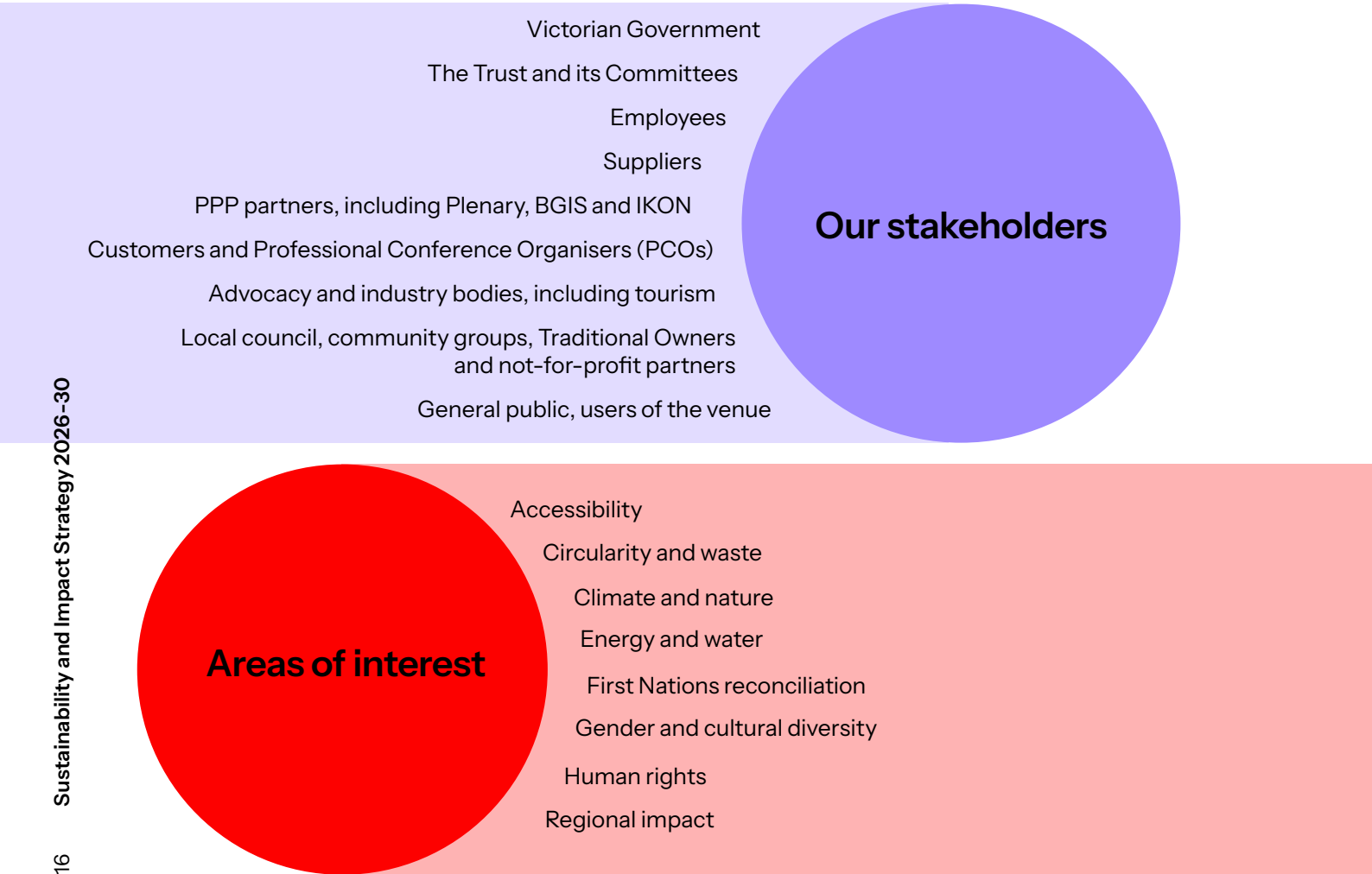
Outlined below is a summary of who we engaged, their sustainability priorities, and our process for ongoing consultation.

Our approach to stakeholder engagement is informed by the AA1000 Stakeholder Engagement Standard.

Materiality Assessment

VCET undertook a materiality assessment to determine its priority areas. Topics were developed based on government priorities, VCET’s Business Strategy, challenges posing the events industry, and a competitor analysis. The list of topics was subsequently reviewed based on their potential impact, risk and opportunity to determine their materiality (or importance).

To prioritise the topics for the strategy, VCET assessed each topic’s materiality score against VCET’s ability to effect change (level of control). Overlaid to this was the timeframe in which change may occur, taking into context the organisation and its venues’ operating models. This thinking has been carried into four-year roadmaps that guide the internal program of work. The following section provides greater detail on what each of these focus areas mean for VCET, why they are important and what we plan to do to address them over a four-year timeframe.



Our priorities

Environmental responsibility

Focus Areas

- Climate and nature resilience
- Waste and circularity
- Energy and water use and supply



Why they matter

Reducing our environmental impact and strengthening our business' resilience to the effect of climate change is a priority for VCET's Sustainability and Impact Strategy 2026-30.

A changing climate significantly impacts how our venues and events operate. Temperature increases, more intense and frequent heatwaves and storms, decreases in rainfall, reduced water supply, and ecosystem decline; all combine to create supply chain disruption, cost increases and challenging experiences for delegates.

Whilst VCET and its venues rely heavily on the natural world to deliver impactful events, we acknowledge the considerable environmental outcomes we have. Our venues use large amounts of electricity, gas and water to operate and we produce substantial amounts of waste each year, a lot of which is contributed by the events we house. As a result of utility use, waste to landfill and our supply chain, VCET emits tens of thousands of carbon emissions annually.

This strategy is designed to reduce our contribution to existing negative environmental impacts while ensuring we plan for the transition to a low-carbon economy and can adapt our business to a changing natural world.



Our targets

To be global leaders in sustainability for venues and events, we are committed to reduce our carbon emissions and improve our waste recovery rates. To keep us accountable to deliver progress on this commitment, VCET is targeting:

- Net Zero by 2045 (scopes 1-3)
- 10 percentage point increase in resource recovery from baseline by 2030.

Our approach

Our approach to environmental responsibility is guided by Victorian government aspirations, our policies and performance to date, industry best practice and global sustainability frameworks. This includes:

- Green Star Buildings standards
- Earth Check certification standards (MCEC only)
- State government's Financial Reporting Directive 24 (FDR 24)
- UN SDG 12 Responsible Consumption and Production and UN SDG 13 Climate Action.
- VCET's pledge under the industry-wide Net Zero Carbon Events initiative⁴
- Victoria's Climate Change Strategy⁵.

Internal documents

- Facility Management Sustainability, Energy and Waste Management Plans
- Sustainability and Impact Policy
- Net Zero Roadmap
- Waste Management Action Plan.

⁴ [Net Zero Carbon Events | Net Zero Carbon Events](#), Join Meetings Industry Council.

⁵ [Victoria's Climate Change Strategy 2026-30](#), State of Victoria Department of Energy, Environment and Climate Change, November 2025.

Our Program of Work

To achieve emissions reduction and waste recovery improvements, over the next four years we have established action plans that are delivered through key stakeholders and partners across the organisation. This work is extended through the value chain by our procurement policy, community partnership agreements and customer engagement.

At a high level, these action plans include the following initiatives:

Net Zero Roadmap

Climate and nature resilience
Energy and waste use and supply

Near term

- On-board an emissions reporting platform and re-baseline the organisational-wide scope 1-3 emissions footprint for 2026-27.
- Set interim emissions reduction targets on the 2026-27 baseline and update to the Net Zero Roadmap.
- Maintain 100% renewable electricity at our venues with a mix of purchased and on-site generation (Nyaal Banyul only).
- Maintain energy efficiency upgrades at each venue.
- Establish a customer-facing emissions and environmental reporting service.

Long term

- Undertake a climate and nature risk assessment.
- Contribute to MCEC renewal planning through venue feasibility assessments related to electrification, energy efficiency and metering.

Waste Management Action Plan

Waste and circularity

- Support our teams through ongoing and consistent waste management education.
- Focus on organics separation and contamination to improve the percentage of waste going through the venue’s on-site dehydrators.
- Improve waste sorting capability for event licensed areas through planning and designated sorting areas.
- Maintain MCEC community partners for food donation and formally establish a partnership for Nyaal Banyul.

- Embed circular procurement guidance and transition packaging to fully recyclable (based on venue waste stream capability).
- Establish a customer-facing event reuseable program.

Tracking Progress

The Leadership Team reviews progress on targets and action plans periodically, whilst the Trust is provided with an annual update. Delivery of the action plans are led by the Sustainability and Impact team alongside our venue PPP contractors for facility and waste management.

Target

Net Zero by 2045 (scope 1-3)

10 percentage point increase in resource recovery from baseline by 2030⁷

2025-26 Baseline

MCEC Scope 1-2⁶
• Location based: 21,027 tCO₂e
• Market based: 3,416 tCO₂e
NB: to be baselined in 2026-27

MCEC recovery rate: 19%
Nyaal Banyul recovery rate: to be baselined in 2026-27

Associated Metrics

Electricity use kWh per venue
Gas use GJ (MCEC only)
% renewable electricity per venue
• On-site generation
• On-site generation capacity purchased
Total electricity offsets
Water use kL per venue
Rainwater capture kL per venue
Core waste recovery rate per venue
Licensed waste recovery rate per venue
% organic waste processed per venue
KG food donated per venue



⁶ MCEC will undergo re-baselining in 2026-27 for Scope 1-3 emissions alongside Nyaal Banyul.
⁷ Resource recovery target considers total waste (core and licensed) per venue.

Social impact

Focus Areas

- Gender and cultural diversity
- Accessibility
- First Nations reconciliation



Why they matter

Building inclusive, safe and equitable spaces is a priority for VCET's Sustainability and Impact Strategy 2026-30.

Each year, we welcome millions of people through our doors and host an array of events as diverse as our visitors. Australia itself consists of a range of cultural and ethnic backgrounds, women make up approximately half of the population, 1% of Australians identify as trans and gender diverse, 21% have a disability and almost 4% identify as coming from Aboriginal or Torres Strait Islander descent⁸.

Grounded in VCET's value of Respect, it is important for our organisation and our venues to reflect this diversity in our workforce, our policy and our spaces. We know that diversity and inclusion is good for wellbeing, for performance, to minimise risk and to achieve equality. This strategy is designed to leverage this as an opportunity, to amplify our positive social impact, and to ultimately deliver welcoming places for all.

Our targets

To create welcoming places, we are committed to promoting gender equality, investing in accessibility outcomes and engaging meaningfully with First Nations peoples. To keep us accountable to deliver progress on this commitment, VCET is targeting:

- +/- 5% gender pay gap (mean base salary) annually to 2030
- 3% social impact procurement spend by 2030 (inclusive of First Nations, disability-owned and social enterprise).

Our approach

Our approach to social impact is guided by the Victorian government, our performance to date, industry best practice and global sustainability frameworks. This includes:

- Disability Act 2006 (Victoria)⁹
- Gender Equality Act 2020 (Victoria)¹⁰
- Reconciliation Australia's Reconciliation Action Plan framework¹¹
- Statewide Treaty Act 2025 (Victoria)¹²
- UN SDG 5 Gender Equality.

Internal documents

- Accessibility Action Plan
- Accessibility Policy
- Enterprise Bargaining Agreement
- Gender Equality Action Plan
- Procurement Policy
- Reconciliation Action Plan
- Sustainability and Impact Policy
- Various HR policies such as Employee Code of Conduct, Leave Policy, Sexual Harassment and Anti-Discrimination Policy.

⁹ [Disability Act 2006 | legislation.vic.gov.au](https://legislation.vic.gov.au/Disability-Act-2006), Victorian legislation, accessed June 2026

¹⁰ [Gender Equality Act 2020 | legislation.vic.gov.au](https://legislation.vic.gov.au/Gender-Equality-Act-2020), Victorian legislation, accessed June 2026

¹¹ [Reconciliation Action Plans - Reconciliation Australia](https://reconciliation.org.au/reconciliation-action-plans), Reconciliation Australia, accessed June 2026

¹² [Statewide Treaty Act 2025 | legislation.vic.gov.au](https://legislation.vic.gov.au/Statewide-Treaty-Act-2025), Victorian legislation, accessed June 2026

⁸ [Statistics | Australian Bureau of Statistics](https://www.abs.gov.au/statistics), accessed June 2026.

Our Program of Work

To deliver these commitments over the next four years we have established action plans that are delivered through key stakeholders and partners across the organisation. This work is extended through the value chain by our procurement policy, community partnership agreements and customer engagement.

At a high level, these action plans include the following initiatives:

Gender Equality Action Plan	Accessibility Action Plan	Reconciliation Action Plan
Gender and cultural diversity	Accessibility	First Nations reconciliation
Near term		
• Improve intersectional data capture. • Improve leave policy for secondary carers, gender affirmation, First Nations cultural leave and reproductive leave.	• Establish a quiet/sensory space at MCEC. • Upgrade accessible bathrooms at MCEC. • Improve website and intranet resources on accessibility • Continue to run the independent Accessibility Advisory Committee.	• Establish a RAP working group with external First Nations membership. • Develop and rollout VCET-wide cultural e-learning. • Educate employees on National Reconciliation Week and NAIDOC.
Long term		
• Develop inclusive practice hiring guide and recruitment plans. • Improve pay transparency. • Establish an AV internship for women.	• Develop and rollout a new Accessibility Action Plan for 2027-28 onwards.	• Develop and launch an Innovate RAP.
• Build targeted plans for social impact procurement. • Maintain social procurement criteria in market engagements over \$75k¹³.		

¹³The social impact procurement plan relates to First Nations, disability-owned, women-owned and social enterprise suppliers and therefore sits across each of our social impact action plans.

Tracking Progress

The Leadership Team reviews progress on targets and action plans periodically. The People and Culture Committee of the Trust receive regular updates on the key action plans and any reporting obligations associated with social impact. The Trust is provided with an annual update on progress of the Sustainability and Impact Strategy and must approve mandatory reporting along with new versions of action plans when they are due.

Delivery of the action plans are led by the Sustainability and Impact team alongside our venue PPP contractors for facility management, as well as independent advisors across the Accessibility Advisory Committee and RAP working group.

Target	2025-26 Baseline	Associated Metrics
+/- 5% gender pay gap (mean base salary)	VCET: + 3.2%	% women at VCET % women across non-EBA pay bands % women in leadership
3% social impact procurement by spend by 2030	VCET: 1.7%	# First Nations suppliers # disability-owned suppliers # social-responsible suppliers



Economic prosperity

Focus Areas

- Regional impact
- Human Rights



Why they matter

Creating lasting value for Victorian communities is a priority for VCET's Sustainability and Impact Strategy 2026-30.

The events industry contributes \$36Bn annually to the Australian economy¹⁴. It enables people, businesses and industries to connect, share ideas and knowledge, and to build communities. At VCET, we are proud to support events to showcase our regions, engage community partners, promote small businesses and share cultural heritage.

The industry, however, also brings challenges through labour practices, public safety and human rights. For VCET, these challenges are present in the venues we operate, people we employ, events we host, and key supply categories – including food and beverage, cleaning, labour hire, audio visual equipment, clothing and linen.

This strategy is designed to ensure our contribution to the regions in which we operate is balanced between economic impact, community investment and the protection of human rights.

Our targets

Our venues exist to serve the regions they call home. They do this through VCET's commitment to continued investment in our community partners, a focus on local procurement and delivering events that generate economic impact. To keep us accountable to this commitment, VCET is targeting:

- Annual community investment of at least \$2.5M
- Annual economic impact of \$1Bn by 2030.

Our approach

Our approach to economic prosperity is guided by Victorian and Commonwealth legislation, our performance to date, industry best practice and global sustainability frameworks. This includes:

- Charter of Human Rights and Responsibilities Act 2006 (Victoria)¹⁵
- Modern Slavery Act 2018 (Commonwealth)¹⁶
- Social Procurement Framework (subject to the Standing Directions 2018 under the Financial Management Act 1994) (Victoria)¹⁷
- UN SDG 8: Decent Work and economic growth
- Victorian Government Sponsorship Policy 2019 (Victoria)¹⁸.

Internal documents

- Community partnership and charity sponsorship policy
- Procurement Policy
- Sustainability and Impact Policy.



¹⁴United Business Events Industry Association report (2022), commissioned by AACB, ACCG and EEAA, accessed June 2026 via, [About Business Events](#).

¹⁵ [Charter of Human Rights and Responsibilities Act 2006 | legislation.vic.gov.au](#), Victorian legislation, accessed June 2026

¹⁶ [Modern Slavery Act | Modern Slavery in Australia](#), Australian Government, accessed June 2026

¹⁷ [Introduction to the Social Procurement Framework | buyingfor.vic.gov.au](#), Victorian Government, accessed June 2026

¹⁸ [Sponsorship policy and guidelines | vic.gov.au](#), accessed June 2026

Our Program of Work

To achieve effective community investment, grow our economic impact and safeguard human rights over the next four years, we have established programs of work that are delivered through key stakeholders and partners across the organisation. This work is extended through our relationships with community organisations, partners and industry bodies such as the Australian Business Events Association (ABEA) and Melbourne Convention Bureau (MCB).

At a high level, these action plans include the following initiatives:

Regional impact	Human rights
Near term	
• Continue MCEC’s community partnership program and build a program for Nyaal Banyul. • Review and reset our economic impact measurement methodology. • Generate new economic impact baselines for MCEC and Nyaal Banyul. • Continue to measure and report on local (Victorian) procurement percentages.	• Develop Modern Slavery Guidance and educational material for customers. • Record supplier product/ product category origin.
Long term	
• Renegotiate community partnership agreements.	• Develop a Tier 2 supplier management and engagement plan. • Establish annual modern slavery training (as part of a broader suite of capability building for the strategy).

Tracking Progress

The Leadership Team reviews progress on targets and work programs periodically. The Trust is provided with an annual update as part of annual reporting cycles and approves the annual Modern Slavery Statement.

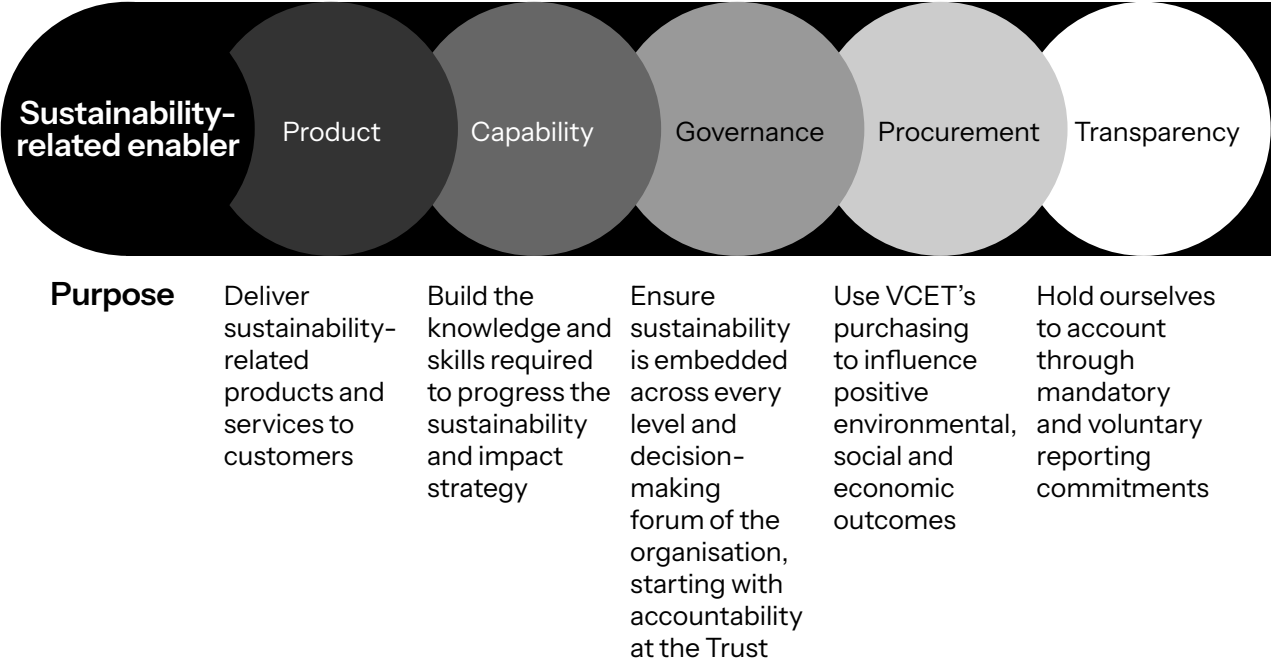
Delivery of this priority area is led by the Strategy and Governance division alongside procurement and key industry partners ABEA and MCB.

Target	2025-26 Baseline	Associated Metrics
Annual community investment of at least \$2.5M	VCET: \$2.9M	# community partners per venue # volunteer leave days completed
Annual economic impact of \$1Bn by 2030	z Nyaal Banyul: to be baselined in 2026-27	Value \$ of local procurement (Victorian-based suppliers) # of First Nations events held at Nyaal Banyul



Enablers

The Sustainability and Impact Strategy 2026-30 has five sustainability-related enablers that work across the Strategy to deliver progress. Details on the enablers and their purpose are listed below.



Governance and reporting

Governance approach

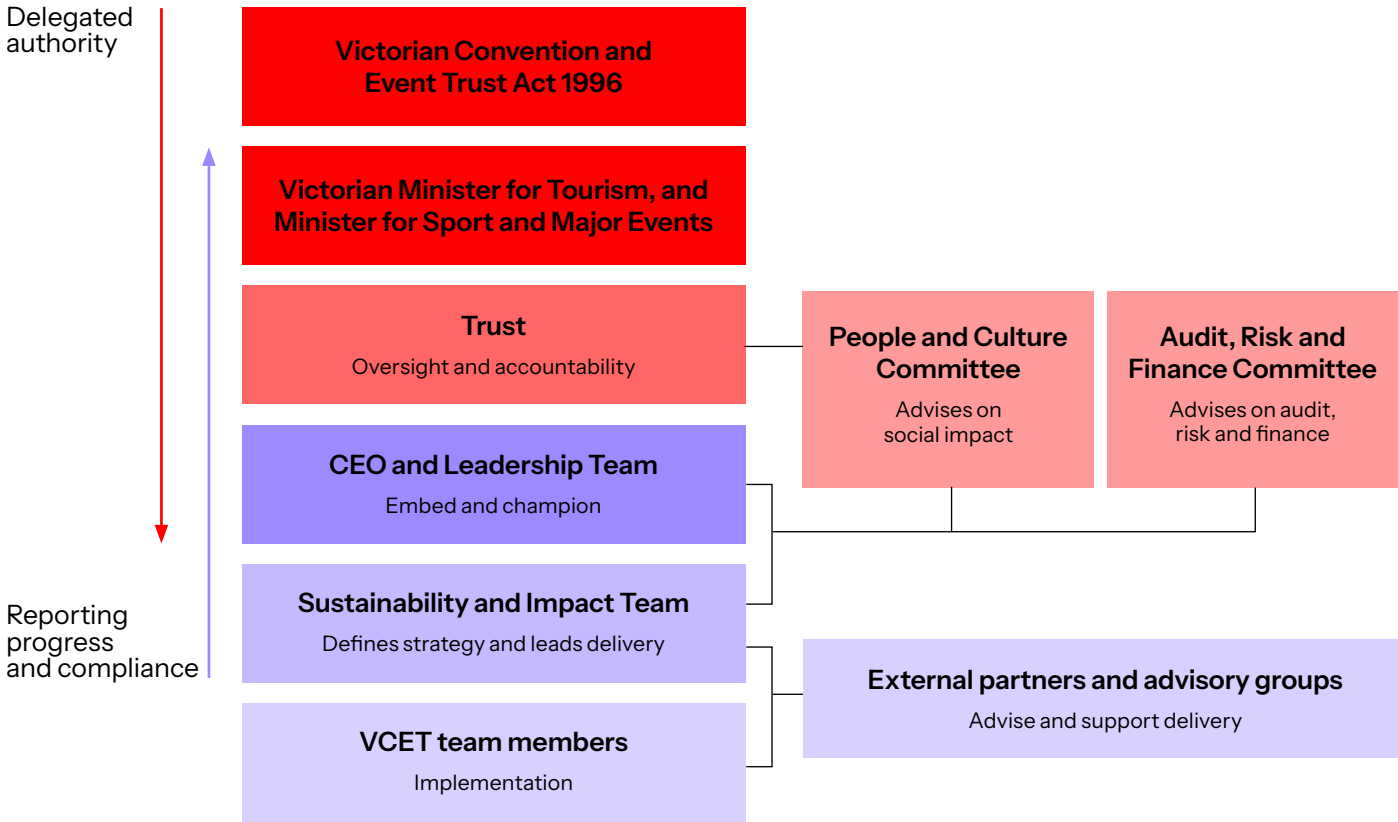
The Sustainability and Impact Strategy is embedded across each level of the organisation, from the Trust to employees.

The Trust has ultimate oversight and accountability of the strategy and its progress, whilst the CEO and Leadership Team are responsible for embedding it across the organisation. Leadership have a key function in championing the strategy in their day to day, making it part of decision-making and continually considering sustainability-related impacts, risks and opportunities.

Reporting

VCET is committed to providing best practice sustainability reporting to ensure accountability and transparency of our progress. This strategy has been developed in line with relevant UN SDGs and GRI 3 standards.

VCET reports annually on its Sustainability and Impact Strategy through the VCET Annual Report and via the website. Under several of the action plans, we have mandatory disclosure obligations, including a biannual Gender Audit and Progress Report and annual Modern Slavery Statements. All reporting is available via the VCET website and associated external disclosure registers.



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Our venues

