

**SYMPOSIUM
CRACOVIENSE**



SILVER | Top 15%

ecovadis

Sustainability Rating

JUN 2025

2025

Sustainability

**Sustainability
Report**

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Green team



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IT & DATA ANALYTICS
MANAGER



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PROJECT MANAGER



Aneta Liber
ACCOUNTANT



Dante
HAPPINESS MANAGER

Our green mission



03

The start of the green mission

It all began a few years ago, during the Covid-19 pandemic, when we realised that nothing would ever be the same again, that we needed to look after the well-being and health of society and work towards protecting the environment, and that event organisers could have a positive impact on this. Our inspiration was the ICCA Congress 2020 and the post-congress document, the 'Kaohsiung Protocol'. As an active member of the Kraków Network, we set about developing a similar document for Kraków's meetings industry, which serves as our roadmap to sustainable development, transparent business practices, and the initiation of pro-environmental and pro-social projects. The first event organised in a sustainable manner was the ICCA Congress 2022, hosted by the city of Kraków and the Kraków meetings industry. It was here that the event's carbon footprint was measured for the first time, and it was here that several projects were carried out for the benefit of the natural environment and the Polish and Ukrainian communities.

It was here that we initiated and continue to uphold the fundamental principles of sustainable development in event organisation:

- Zero waste – we are phasing out single-use plastic cups, plates and cutlery; instead, participants are provided with eco-friendly reusable tableware and encouraged to bring their own water bottles and cups.

- Waste reduction and recycling – at every stage, we strive to minimise waste, and any waste that is generated is sorted and, where possible, recycled.
- Sustainable catering – we prioritise local produce, with 50% of the menu focused on vegetarian and vegan dishes to reduce the carbon footprint associated with meat production.
- Green logistics – we cannot eliminate air travel to the event venue, but we enable remote participation, and for on-site participants we offer free public transport upon presentation of a conference badge.
- Education and awareness – during events, we promote practices and initiatives that leave a 'legacy impact'

Thanks to the commitment of the entire team and volunteers, Symposium Cracoviense demonstrates that caring for our planet is possible in every aspect of life, including event organisation. Our green story is proof that each of us can contribute to environmental protection by making conscious, eco-friendly decisions. But this is just the beginning.

A green future

We have completed the European Sustainable Tourism Programme ETSM 2030. We have launched a nationwide project for the Association of Conferences and Congresses in Poland, of which we are a member, entitled “Sustainable Congresses and Events”, which aims to self-assess congress venues in Poland and develop a map of sustainable venues.


We are a signatory to Net Zero Carbon Events, an industry initiative aimed at tackling climate change.

Mission

Our mission is to create and provide excellent platforms for scientific and business meetings that facilitate the exchange of views, knowledge and experience. We strive to ensure that every meeting, regardless of its format – in-person, virtual or hybrid – is key to achieving our clients’ goals. Our mission is evolving with the integration of ESG strategies, highlighting our commitment to organising events that harmonise business objectives with care for the environment and social good. We want every action we take to inspire others and bring about positive change in the world of sustainable events.

Vision

We aspire to be a leader in the organisation of scientific and business events, recognised as a symbol of innovation, reliability and excellence. We want Symposium Cracoviense to be the first choice for scientists and business professionals seeking a partner who understands their needs and transforms them into unforgettable events that support the advancement of knowledge and global collaboration.



We aspire to a world where events transcend traditional boundaries, becoming a driving force for sustainable development, innovation and social integration. Our vision is a future where communication barriers are broken down and the exchange of ideas flows freely, driving progress and innovation, where every meeting is a catalyst for positive change, supporting environmental awareness and social responsibility.

Values

- Excellence in every detail – We ensure the highest quality of our services, paying attention to every detail, no matter how small, of the events we organise.
- Innovation – We are constantly seeking new technological and organisational solutions to ensure our scientific and business meetings are of the highest standard and managed in a sustainable manner.
- Sustainability – We strive to organise events in a sustainable manner, minimising their environmental impact whilst maximising benefits for society and the economy.
- Inclusivity – We strive to create events that are accessible to all, promoting diversity and equality. We engage with local communities and support initiatives aimed at building a better society.
- Accountability – We take full responsibility for the impact of our activities on society and the environment, striving for continuous improvement and promoting best practice within the industry.

Business model

Our company's activities are based on the planning, organisation, and management of a wide range of events, such as conferences, symposia, congresses, training sessions, exhibitions, and other business or social gatherings. Our main objective is to deliver value to both event organisers and participants, whilst generating profit for the company.

Market segmentation

Our target market segment comprises international and national professional associations, educational institutions, government organisations, as well as individual clients interested in organising specialist events.

Value proposition

The key value proposition is to provide a comprehensive organisational service covering planning, coordination, logistics, marketing and event management.

Distribution channels

The company utilises various distribution channels to reach clients, in particular direct marketing, by seeking out 'conference ambassadors' within international and domestic organisations and institutions, as well as via its website and industry partner networks.

Revenue streams

The company generates revenue from event organisation fees and margins/commissions on additional services (e.g. accommodation, excursions, transfers).

Key resources

The company's key resources are: highly qualified staff, a database of suppliers and partners, event management technologies, and share capital.

Key activities

Key activities include project management, negotiations with venues and service providers, event marketing and promotion, registration and participant management, as well as event monitoring and evaluation.

Key partners

Our partners include conference service providers such as conference venues, hotels, multimedia suppliers, catering companies, trade media and regular sponsors.

Cost structure

Our company's cost structure comprises operating costs (e.g. office rent, salaries, utilities), costs associated with event organisation (venue hire, ancillary services), marketing and promotion, as well as administrative costs.

Membership of industry organisations, recommendations

For us, membership of industry organisations is much more than just networking and exchanging experiences – it is a real influence on shaping the future of the meetings industry, both in Poland and internationally. Representatives of Symposium Cracoviense are actively involved in the work of key opinion-forming bodies, which allows us to have a say in the direction of the entire industry’s development. Our presence on the Board of the Polish Tourist Organisation (POT), on the Board of the Association of Conferences and Congresses in Poland (SKKP) and on the Board of the International Congress and Convention Association (ICCA) provides us with a unique platform for lobbying in favour of modern solutions.

The promotion and implementation of sustainable development principles hold a special place in our advisory and expert activities. As a leader of change, we use our voice on the POT Council and the SKKP Board to implement ‘green meetings’ standards in Poland, minimise the carbon footprint of events, and educate the market on social and environmental responsibility.

Symposium Cracoviense’s standing is underpinned by its membership of the International Congress and Convention Association (ICCA). This elite, global network provides us with direct access to a unique database of global specialists and decision-makers, significantly increasing our visibility on the international conference market. Thanks to regular reports, analyses and research from the ICCA, we are among the first to understand global trends and effectively implement them locally. Participation in global congresses and regional ICCA meetings allows us to continuously improve our expertise and exchange experiences with the world’s leading experts.

We effectively combine this international perspective with dynamic action at local and regional levels. Through its involvement in the Warsaw Tourist Organisation (WOT), the Kraków Tourism Alliance and the Małopolska Tourist Organisation (MOT), Symposium Cracoviense stimulates the development of business tourism in Poland’s key regions. Each of these organisations serves as a platform for the exchange of innovations, best practices and the implementation of joint promotional projects that build a strong brand for Poland abroad.

Official industry recommendations confirm our credibility, reliability and the highest standards of business client service. Symposium Cracoviense holds the status of a certified professional conference organiser (PCO) recommended by the Polish Tourist Organisation, the Kraków Convention Bureau, the Mazovia Convention Bureau and the Wrocław Convention Bureau. These certifications serve as a guarantee to our partners that the projects we undertake combine global expertise and contacts with a modern, ethical and sustainable approach to business.



Sustainability Policy

Environment

1. We are committed to minimising the negative impact of our operations on the environment through the prudent management of resources and the reduction of greenhouse gas emissions. We measure the carbon footprint of the events we organise and strive to reduce it, with the goal of achieving 'Net Zero Carbon Events' by 2050.
2. We will implement sustainable development practices, such as reducing energy and water consumption, sorting and recycling waste, and minimising CO2 emissions associated with business travel.
3. We work with suppliers and partners who are also committed to achieving sustainability goals.

Community

1. We attach great importance to the sustainable development of the communities in which we operate, and we will undertake initiatives that contribute to their development.
2. We will promote diversity, including gender equality, cultural diversity and social inclusion. We have incorporated a code of conduct into the events we organise, which clearly sets out the rules of behaviour for event participants.
3. We will respect human rights and ensure safe and fair working conditions for our employees and partners.
4. We will support local community initiatives to actively engage with our community.

Management

1. We will run our company in accordance with the highest ethical standards and integrity, using transparent procedures and accounting practices.
2. We will ensure appropriate risk management and monitoring of activities in accordance with applicable laws and regulations.
3. We will foster good relations and transparent terms of cooperation with our customers, business partners and suppliers, based on mutual trust and integrity. We have drawn up a Supplier Code of Conduct, which we will follow when selecting our business partners.
4. We will initiate and support industry partnerships for sustainable development.



Certificate Green Meetings

We were the first company in Poland to obtain the international **"Green Meetings Silver"** certificate

The Green Meetings certificate was created with the meetings and events industry in mind. Its aim is to build trust among corporate clients who expect certification from independent bodies when selecting suppliers. At the same time, it serves as a tool for conference and event venues, allowing them to demonstrate their credibility in the area of sustainable development.

Key findings from the audit:

Communication: Symposium Cracoviense demonstrates a strong online presence on sustainability issues and makes every effort to raise awareness of these issues among its clients.

Awareness: Excellent knowledge and awareness of all aspects of sustainability are evident at all times.

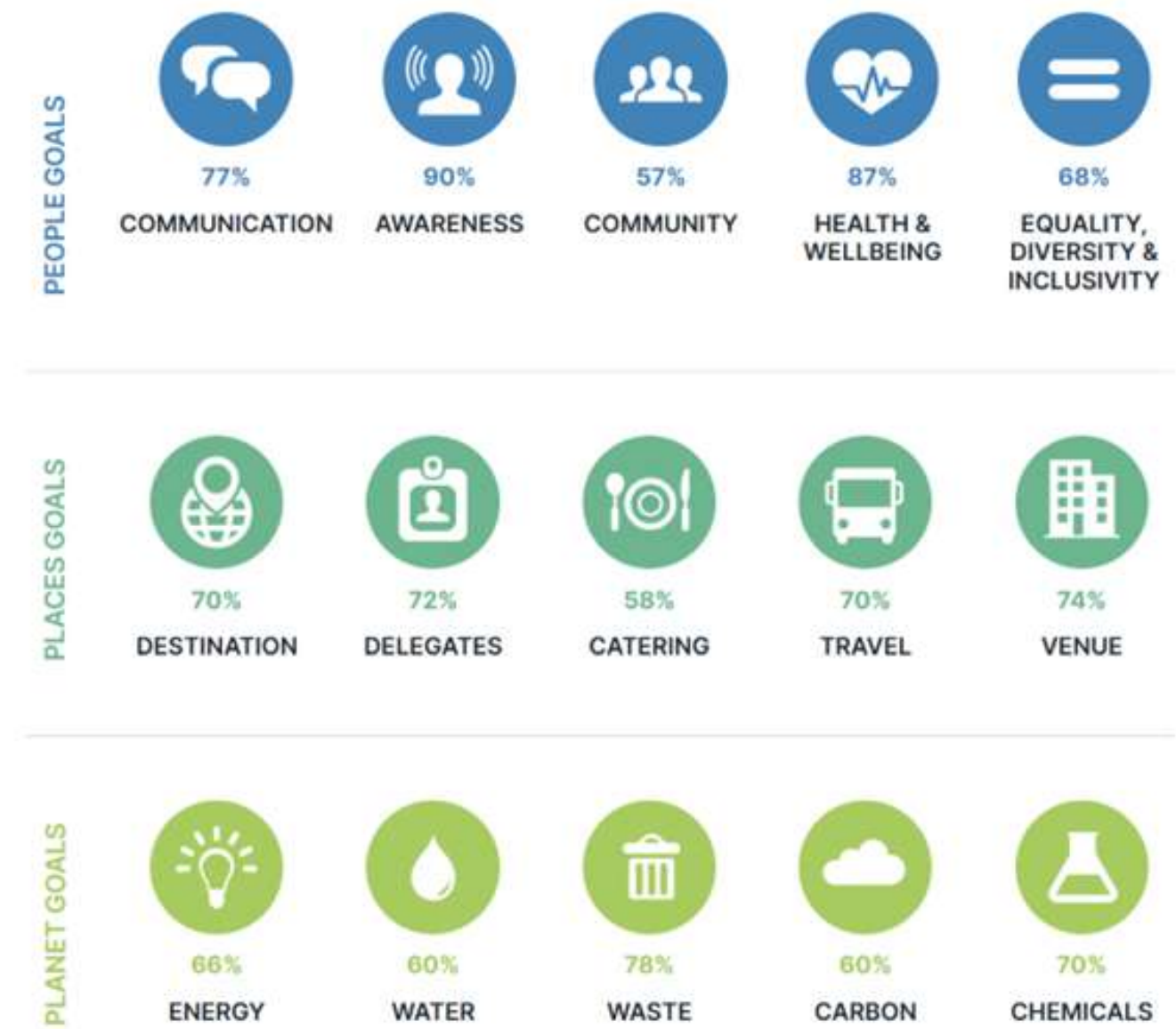
Health and well-being: Symposium Cracoviense is committed to protecting and promoting the health and well-being of both guests and staff on the premises.

Facility: There is a strong focus on how the company measures, mitigates and reduces the facility's environmental impact.

Waste: There are some positive actions and initiatives in place, including monitoring of waste and food waste, as well as measures aimed at waste prevention and reduction.

YOUR REPORT

BUSINESS NAME: Symposium Cracoviense
OVERALL SCORE: 71%
DATE OF AUDIT: 26 sierpnia 2025



HIGHLIGHTS

Communication: Symposium Cracoviense, have a good online presence when it comes to sustainability, and do their best to introduce these to their customers.

Awareness: Excellent knowledge and awareness of all aspects of sustainability on show throughout.

Health & Wellbeing: Symposium Cracoviense, ensures that health and wellbeing of both guests and staff are protected and promoted on site.

Venue: Excellent focus on how your business works to measure, mitigate, and reduce the environmental impact of your venue.

Waste: Some good actions and initiatives on display including waste & food waste monitoring and waste avoidance/reduction measures.

We are a signatory to Net Zero Carbon Events

The meetings industry is a complex network of stakeholders, all of whom will need to work towards reducing carbon emissions, and this is where cooperation, commitment, consistent action and systemic change are essential. The efforts of a single organisation or group of organisations are not enough to take steps towards decarbonisation. We need to rethink how we plan, design and organise our events. That is why we are signing up to the Net Zero Carbon Events initiative today, starting with small steps and charting a course for our organisation based on the guidelines set out in the Road to Net Zero.

These guidelines are intended for use by individual companies and focus on organisers, venues and service providers; they take into account the fact that there is no one-size-fits-all approach for all organisations, as this depends on the stage they are at and the environment in which they operate. It is also assumed that the primary objective is to decarbonise the in-person element of the event, rather than proposing digital or hybrid events as a solution.

The Road to Net Zero guide, on which we will base our work, identifies the following five priority areas for action:

- Power events efficiently with clean, renewable energy
- Redesign events to use sustainable materials and avoid waste
- Source food sustainably and eliminate food waste
- Logistics – transport goods and equipment efficiently
- Collaborate with partners in the tourism sector and influence them to reduce emissions when travelling to events.

By 2050, we aim to ensure that the events we organise are carbon neutral. We are starting by measuring the emissions of the events we organise, using the methodology recommended by the NZCE, so that we can create a realistic plan to reduce greenhouse gas emissions.



We have undergone an Ecovadis audit

Key findings from the audit:

- High overall score: The company achieved an overall score of 69/100 points, placing it among the top 15% of companies on the EcoVadis platform
- Silver rating: The company received a Silver rating for its high score.
- Advanced ethics management: The highest-rated thematic area is Ethics, in which the company scored as high as 83/100 points, demonstrating an advanced management system in this area, supported by the following documents: 1) a policy covering qualitative and quantitative objectives in the field of business ethics, with clearly assigned responsibilities and review mechanisms; 2) an anti-corruption policy addressing, amongst other things, conflicts of interest, financial fraud and money laundering; 3) a policy on the protection of third-party data (customers and partners), the use of technical measures to protect IT systems against unauthorised access, and regular staff training on information security procedures.
- Other areas: In the Environment and Labour & Human Rights categories, the company achieved stable scores of 62/100 points. The impact indicator for Sustainable Procurement was not fully detailed in the report.
- Clean record (360° Watch): No negative media reports or entries in external databases regarding risk and compliance.

SILVER | Top 15%

ecovadis

Sustainability Rating

JUN 2025



Report 2025 - VSME ESRS basic module (office)

Disclosure B1 Basis for preparation

Symposium Cracoviense has selected the core module for the preparation of a sustainability report in accordance with the VSME ESRS standard.

Disclosure B2 practices for transitioning to a more sustainable economy

The practices we employ to reduce negative impacts and increase positive impacts on people and the environment are described in our green mission.



Green energy at the heart of our operations – an office powered 100% by renewable energy

At Symposium Cracoviense, we believe that environmental responsibility starts in our own backyard. As a leading professional conference organiser (PCO) that actively promotes and implements the principles of sustainability within the meetings industry, we do not limit ourselves to providing advice – we apply key standards first and foremost within our own organisation.

We are proud to announce that we have achieved one of the milestones of our environmental strategy: the Symposium Cracoviense office has switched entirely to energy sourced 100% from renewable sources (RES).

What does this mean in practice?

All operational processes, our team's day-to-day work, and the technological infrastructure used for planning and managing events are now powered by clean energy (wind, solar and hydro). Through this energy transition, we are effectively reducing the carbon footprint generated directly by our office (Scope 2 emissions).

Our business philosophy:

It is impossible to create authentic 'green meetings' for clients if the planning process relies on traditional, high-emission energy sources. The complete switch to renewable energy is proof that we translate our environmental commitments into tangible, measurable actions.



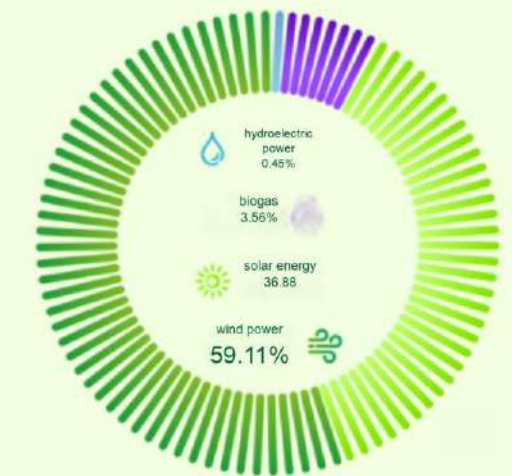
What does 100% green energy mean at Respect Energy?

At Respect Energy SA, we sell only electricity generated from renewable energy sources (RES).

This is not just a marketing slogan, but a fact backed up by data.

In 2025, 100% of the electricity sold by Respect Energy came from RES, including:

- Wind power – 59.11%
- Solar power – 36.88%
- Biogas – 3.56%
- Small-scale hydroelectric power – 0.45%



Why is this important?



By choosing energy from renewable sources:

- you effectively reduce your carbon footprint,
- you support the energy transition,
- you are using energy that complies with the principles of sustainable development.

These are official figures from Respect Energy, which you can use for, among other things:

- ESG reporting,
- calculating your organisation's carbon footprint,
- environmental analyses and audits.

**Disclosure B3
Environment,
energy and
greenhouse gas
emissions**



Symposium Cracoviense Office	consumption 2024	Indicator	emissions kg/CO2
Scope 2			
Electricity kWh (from renewable sources)	6948	EFs/PL	0.00
Gas (1m ³ = 10.972 kWh)	13,609	0.20254	2,756.37
Band 3			
DEFRA			
Business travel – car (km)	6921	0.17474	1209.38
Business travel – train (km)	17,234	0.03546	611.12
Business travel – air (km)	23,096	0.10916	2,521.16
Water (m ³)	106.05	0.1913	20.29
Water treatment (m ³)	106.05	0.17088	18.12
Waste for reuse and recycling – flat rate (tonne)*	1.3920	4.68568	6.52
Waste for incineration – flat rate (tonne)	1.2340	4.68568	5.78
Landfilled waste – flat rate (tonne) *	0.0292	496.78228	14.51
Composted waste – flat rate (tonne)*	0.0048	8.98311	0.04

**Disclosure B3
Environment,
energy and
greenhouse gas
emissions**



Symposium Cracoviense Office	consumption 2024	Indicator	emissions kg/CO2
Hotels – business trips		CHSB	
Business travel Poland	20	15.56	311.20
Business trip to Japan	10	14.07	140.70
Business trip to Portugal	7	13.2	92.40
Digital communication		Google	
Range 1			0.07
Range 2 in location			28.61
Range 3			19.41
TOTAL EMISSIONS (kgCO2e) in 2025			7,755.68
TOTAL EMISSIONS (kgCO2e) in 2024			12,043.36

2025 7.76 tCO2e
2024 12.04 tCO2e

- We do not have data on the situation in the Municipality of Kraków for 2024, so we have calculated waste emissions based on the 2023 report, which states that the average per capita municipal waste was 498 kg. For this report, we have assumed 50% of the average waste per person. Percentage breakdown of waste: composted 0.6%, reused and recycled 46.1%, landfilled 1.7%, incinerated 51.6%. There are 10 people employed at SC.



Disclosure B4: air, water and soil pollution
Disclosure B5: biodiversity

not applicable

Disclosure B6: water

Total water consumption in the office amounted to 106.05 m³. The company does not have a separate water meter; water consumption is calculated as a percentage of the bills for the entire building.

Disclosure B8: employees

The company employs 10 people, 90% of whom are women. All employees have an employment contract. In total, this equates to 9.675 full-time equivalents. The average working time per employee is 40 hours per week. The average number of overtime hours per employee is 62.2 hours per year / 5.18 hours per month.

The total number of days of holiday entitlement in 2025 is 246 days; the remaining days to be taken from 2024 amount to 75 days. A total of 284 days of holiday were taken in 2025.

The employee satisfaction survey in 2025 stands at 80%.

Disclosure B9 Health and Safety

No work-related accidents were recorded.

The total number of days of absence due to illness in 2025 is 35 days, which means that the average level of absence per employee is 3.5 days per year.

Disclosure B10: Remuneration and training

The average gross salary per employee for 2025 was PLN 9,846.50

The average number of training hours per employee for 2025 was 18 hours



**Disclosure B11
employees in the value
chain, affected
communities,
consumers, end users**

We identify several key impacts of our events:

1. Traffic and noise – the conferences we organise do not cause significant disruption, as we avoid loud outdoor events.
2. Local economy – positive impact (increased revenue for businesses), but also negative (rising accommodation prices during major conferences).
3. Legacy projects – we ensure that events have a positive impact on local communities.
4. Accessibility – we select venues adapted for people with disabilities, although we do not provide interpreting services at international conferences. Our code of conduct eliminates discrimination.
5. Safety and comfort – we provide security, a medical team and trained staff.
6. Waste – we minimise waste, sort it and hand it over to municipal waste management systems.
7. Carbon footprint – the transport of participants, particularly international ones, generates emissions. We are a signatory to Net Zero Carbon Events and strive to reduce them.
8. The company has an anti-harassment and anti-discrimination policy, as well as a code of conduct for participants and suppliers at the events we organise. In 2024, no reports of harassment or discrimination were recorded.

**Disclosure B12
convictions and fines
for breaches of anti-
corruption regulations**

Neither the company nor its employees have been convicted or fined for breaching anti-corruption regulations. The company has an anti-corruption policy.





Symposium Cracoviense		KPI	Non-financial	2025		
Non-financial indicator (KPI)	Unit	Plan 2026	Value 2025	Value 2024	Value 2023	
1. Number of meetings/events organised	number	35	34	34	39	
2. Average group/event size	number	380	282	353	262	
3. Customer satisfaction level	%	82,00%	81,02%	80,61%	78,86%	
4. Recommendation rating on a scale from 1 (lowest) to 5 (highest)	value	4,5	4,3	4,2	4	
5. Number of leads/enquiries generated	number	60	52	58	67	
6. Lead-to-customer conversion rate	%	60,00%	65,00%	45,00%	40,00%	

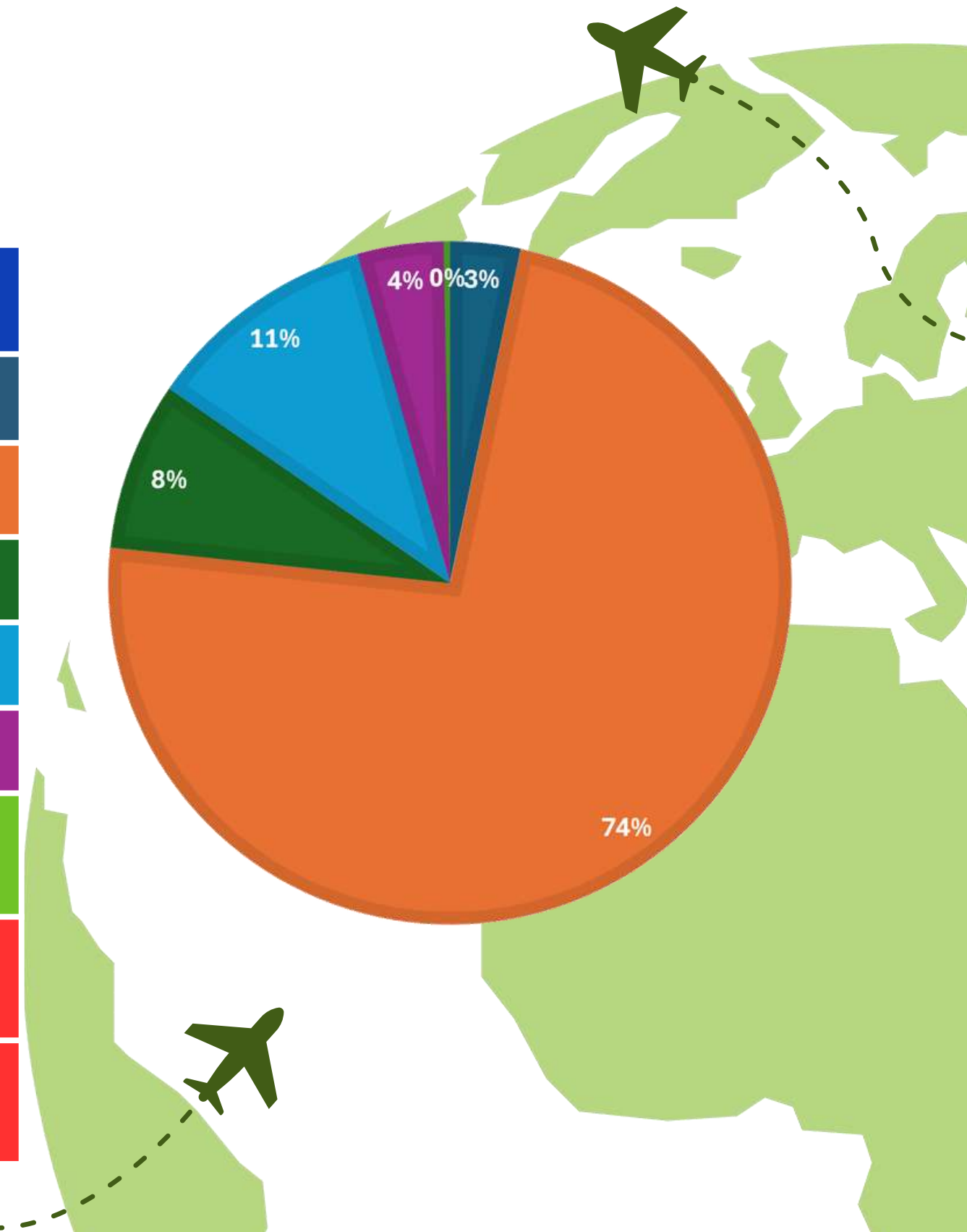
Symposium Cracoviense		KPI	ESG	2025		
ESG Indicator (KPI)	Unit	Plan 2026	Value 2025	Value 2024	Value 2023	
E 1. Electricity consumption per international event	kWh/participan	32,00	17,79	38,38	50,51	
E 2. Electricity consumption per national event	kWh/participan	50,00	4,97	61,56	no data	
E 3. Water consumption per event	litres/event		no data	no data	no data	
E 4. Amount of waste generated per event	kg/participan	1,98	2,00	2,08	no data	
E 5. Percentage of waste recycled	%	55,00%	52,33%	46,10%	no data	
E 6. Carbon dioxide emissions from an international event	kg CO2e/participan	520,00	537,75	923,77	609	
E 7. Carbon emissions of the national event	kg CO2e/participan	60,00	64,67	106,25	no data	
S 1. Employee satisfaction	%	90%	80%	80%	no data	
S 2. Staff training (average number of hours)	hours/employee	22	18	18	12	
S 3. Staff turnover rate	%	0	0	20%	0	
S 4. Social engagement	number of actions	5	4	5	2	
G 1. Compliance with information security policy	number of breaches	0	0	0	0	
G 2. Transparency of information on a scale of 1 (lowest) to 5	value	5	5	5	5	
G 3. Compliance with legal regulations	number of breaches	0	0	0	0	

International events 2025 – average emissions

Best practices:

1. Conference venues and hotels – preference given to venues with an eco-certificate.
2. Catering – up to 70% vegetarian meals.
3. Transport – free public transport for participants.
4. Congress avenue – planting a tree as a symbol of environmental protection.
5. Accessibility – physical and digital.
6. Inclusivity – a code of conduct against discrimination.
7. Zero waste – no single-use plastic, local products, minimisation of bio-waste.
8. Reuse – an exhibition of reusable materials.
9. Recycling – waste sorting and collection by municipal services (46.1% recycled, 51.6% incinerated).

Emissions	kgCO2/ 1 participant
Venue	17.79
Air travel	392.94
Transport	42.70
Accommodation	59.12
Catering	21.68
Other	1.59
Average emissions per participant in 2025	535.75
Average emissions in 2024	923.77



Legacy projects carried out in conjunction with international conferences:

1. Open lectures and workshops: Organising free presentations and workshops for local residents as part of the Soroptimist International of Europe conference.
2. Mentoring programme: Soroptimist International of Europe leaders for young conference participants.
3. Free participation: providing free attendance for university students and PhD candidates at the Eurosensors 2025 international conference
4. Fundraising for charitable activities: Sale of commemorative pins to support the charitable activities of Polish Soroptimist Clubs, particularly to fund scholarships for talented young women
5. Conference tree: planting a conference tree in Kraków's Congress Avenue to commemorate the Soroptimist International of Europe conference.

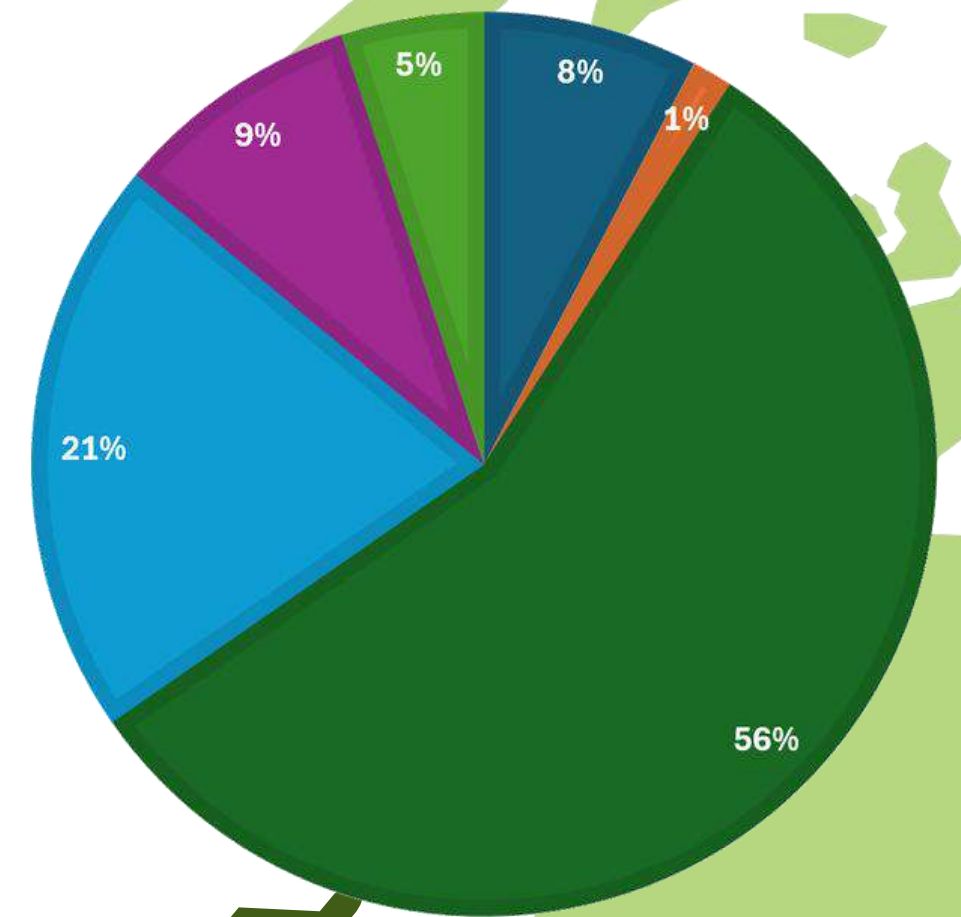
National events

2025 – average emissions

Best practices:

1. Conference venues and hotels – preference given to venues with environmental certification
2. Catering: Increase the proportion of vegetarian meals to 60%.
3. Accessibility – physical and digital.
4. Inclusivity – a code of conduct to combat discrimination.
5. Zero waste – phasing out single-use plastic cups, plates and cutlery; instead, participants were provided with reusable tableware. The menu, featuring local produce, was designed to minimise the amount of food waste, and no products in single-use packaging were used.

Emissions	kgCO2/ 1 participant
Venue	4.97
Air travel	0.94
Transport	36.35
Accommodation	13.39
Catering	5.73
Other	3.29
Average emissions per participant in 2025	64.67
Average emissions in 2024	106.25



Posadzimy.pl 2025

In 2025, thanks to our collaboration with the **Posadzimy.pl**

we planted 500 trees in:

- Tuchola District
- the Lubaczów district
- the Ostrowiec County
- the Zawiercie district
- Szczecin
- Łódź
- Ruciane-Nida

In total, we planted 2,000 trees.



* dane szacunkowe, nieoparte badaniami naukowymi

Data wygenerowania: 24/11/2025

Numer certyfikatu: 243107259

CERTYFIKAT



Dziękujemy za posadzenie drzew



3000 kg
Pochłanianego
CO₂ rocznie *



335
Tlen dla osób
rocznie *



555 m²
Powierzchnia
lasu *



29000 kg
Ilość zwróconego
papieru *

Firma Symposium Cracoviense Sp z o.o. posadziła łącznie: 2000 🌲

Nasza społeczność posadziła w sumie: 761074 🌲

Dziękujemy!

Stan na dzień wygenerowania certyfikatu

Next steps

1. Further reduction of greenhouse gas emissions: The company is committed to reducing its carbon footprint and aims to achieve 'Net Zero Carbon Events' by 2050. We will continue to monitor and report CO2e emissions from the events we organise and seek ways to reduce them.
2. Collaboration with like-minded partners: We want to work with suppliers and partners who are also committed to achieving sustainability goals.
3. Promoting sustainable transport: We will promote sustainable transport by providing participants with information on rail connections to the event venue and will give preference to conference venues accessible by public transport.
4. Increasing the proportion of vegetarian and vegan meals: We are committed to sustainable catering, offering a menu in which at least 50% of the dishes are vegetarian and vegan. We will strive to further increase this proportion.
5. Waste minimisation: The company is committed to waste reduction and recycling. We will continue these efforts and seek new ways to minimise our environmental impact.
6. Education and environmental awareness: The company actively promotes pro-environmental and pro-social practices. Following Anna Jędrocha's attainment of the GSTC certificate in sustainable tourism, the company will collaborate with organisations in the meetings industry. Our aim is to educate and support entities in this sector through the certification process and the implementation of sustainable development standards.
7. Accessibility and inclusivity: The company ensures that events are accessible to people with disabilities and promotes diversity. We will continue these efforts to ensure that all events are accessible and inclusive.
8. Legacy projects. Strengthening the long-term impact of organised events on local communities through the implementation of projects of lasting significance.
9. Continuation of tree planting with the Posadzimy.pl Foundation



Professional Certificate in Sustainable Tourism

ANNA JEDROCHA

has completed the

GSTC Sustainable Tourism Course

and successfully passed the GSTC Sustainable Tourism Training Exam in 2025.

The Global Sustainable Tourism Council (GSTC) hereby acknowledges that the certificate holder has achieved an in-depth understanding of the GSTC Standards, the global standard for sustainability practices in the travel and tourism industry, and has demonstrated advanced knowledge of applying the principles of sustainable tourism in evaluating and developing relevant solutions.



Randy Durband
Chief Executive Officer
Global Sustainable Tourism Council



Luigi Cabrini
Chair of the Board
Global Sustainable Tourism Council





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