



ZiaBia

EVENTS CONSULTANCY

# Impact Report

November 2022 - October 2023

[www.ziabia.com](http://www.ziabia.com)



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**ZiaBia**

EVENTS CONSULTANCY

# About us

ZiaBia started our business year 11 in November 2022 as a team of four, which quickly grew when three new members joined us at the end of that month, taking us to a team of seven at the start of 2023.

By October 2023 we were a team of ten. We spent the year focusing on customer delivery and onboarding our new team members whilst refining our processes. We understood that a bigger team meant a greater need to hone in on our impact as we moved forwards.





# Mission

*Dedicated to creating exceptional event experiences -  
our team bring your vision to life every time*

# Values

**E**xpress enthusiasm, energy, tenacity and competitiveness

**V**alue reputation

**E**veryone is provided opportunity based on merit, no one is entitled to anything

**N**ever stop being hungry for achievement

**T**reat everyone with respect

**S**upport each other by working hard and by being committed



# Governance

ZiaBia is a female-led business which strictly follows our Code of Ethics to create and encourage a welcoming, inclusive environment for all of our team.

Based in the South West of England we prioritise working with regional suppliers where possible in all aspects of our business.



# Community

Some charity events and volunteering the team have been involved in this year include:

- Primary school co-opted governor – December 2020 – current
- Text support work with Shout for people in crisis – December 2022 – current
- Annual participation in the Race for Life and fundraising for Cancer Research UK
- 'Befriender' for Rushcliffe Community Volunteer Service – March 2021 - current

ZiaBia is committed to operating its business in a manner that is both sensitive and responsible with proper regard to its legal obligations and according to relevant directives, regulations and code of practice

## Plans for next year

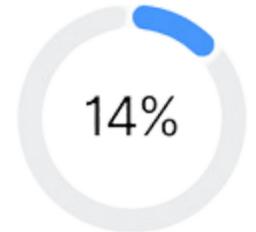
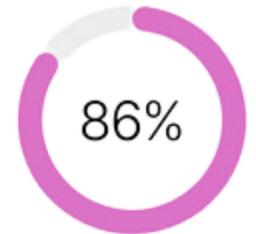
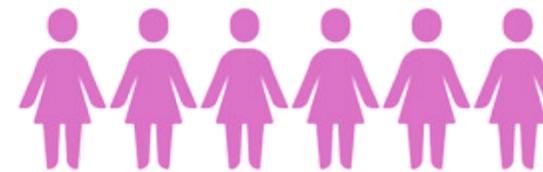
Become a charitable partner with an organisation specific to the hospitality industry and introduce our ZiaBia community volunteering programme

# Workers

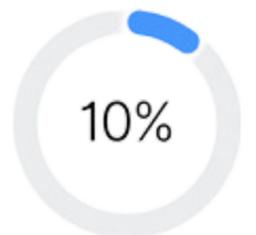
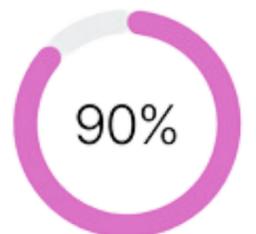
We value and celebrate diversity here at ZiaBia and our team represent a range of social and economical backgrounds:

- Team members ranging from 23 to 65+
- 44.4% of our team went into higher level education
- 90% of our team members identify as female
- 5 out of 8 team members live locally to one of our Directors and the business

November 2022



October 2023



# Environment

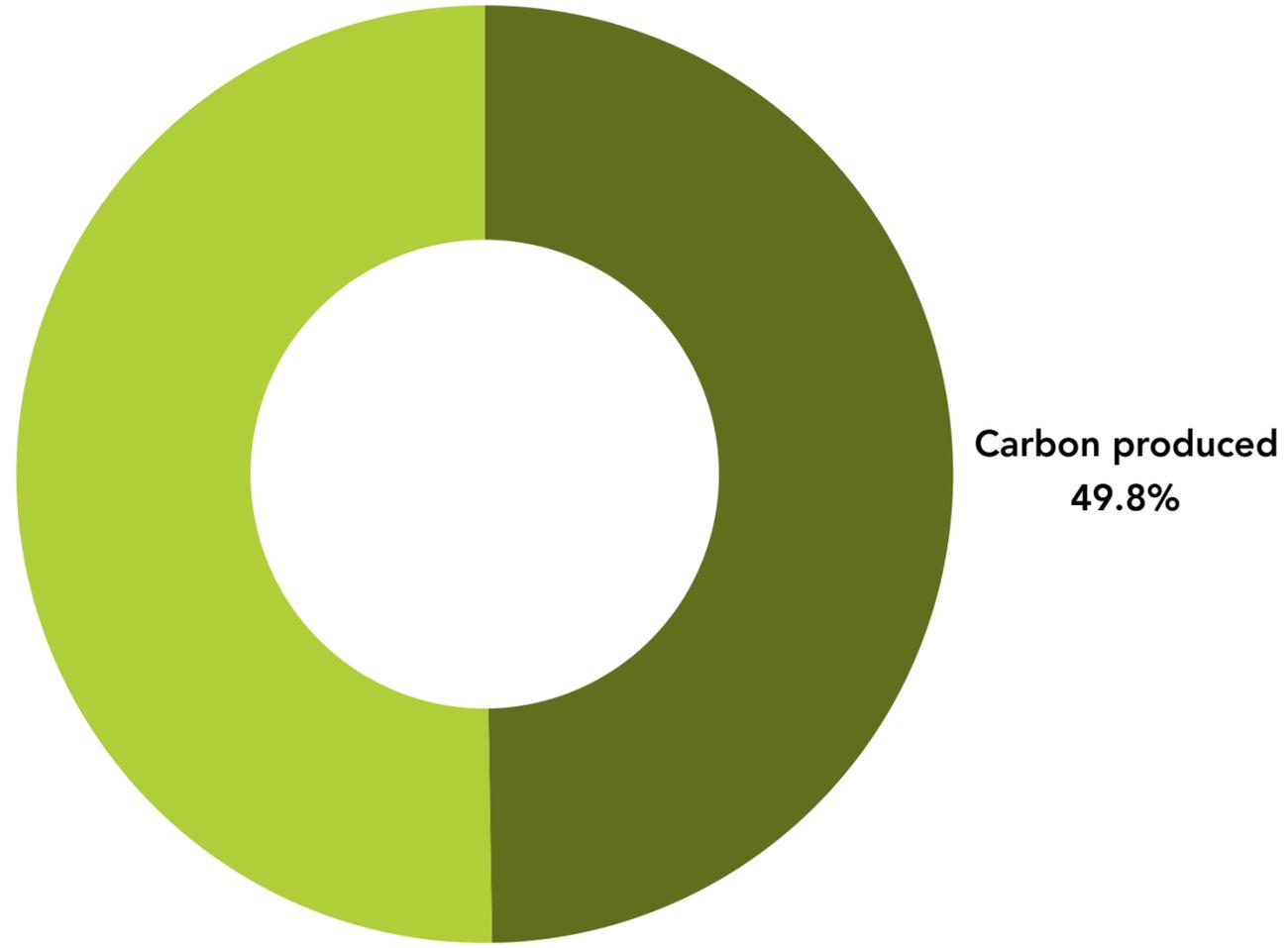
In October 2022 we began booking all business travel through sustainable travel TMC COCO+, a Bristol-based company which offsets all carbon emissions produced by train journeys and flights.

Total carbon produced - 26.751 tonnes  
Total carbon offset - 27.019 tonnes

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**COCO+**



**Plans for next year**

- Become B Corp certified
- Achieve Greengage Eco Smart certification, a hospitality industry specified certification

# Environment

  
COCO+

### COCO+ TRAVEL CARBON OFFSET CERTIFICATION

COMPANY NAME	ZiaBia Limited
CERTIFICATION PERIOD	1 <sup>st</sup> October – 31 <sup>st</sup> December 2022
CO <sub>2</sub> E TOTAL	3.841 Tonnes CO <sub>2</sub> e
CARBON OFFSET+	<b>3.879</b> Tonnes CO <sub>2</sub> e
CARBON OFFSET PROJECT	Gold Standard Global Portfolio of Renewable Energy

COCO+, COCO+ Fuel & COCO+ Travel are owned and operated by \*Project Offset Ltd  
Registered in England and Wales under registration number 11843193  
Registered at HERE, 470 Bath Road, Bristol, BS4 3AP  
www.mycoco.io

  
Certified  
B  
Corporation

  
COCO+

### COCO+ TRAVEL CARBON OFFSET CERTIFICATION

COMPANY NAME	ZiaBia Limited
CERTIFICATION PERIOD	1 <sup>st</sup> January – 31 <sup>st</sup> March 2023
CO <sub>2</sub> E TOTAL	9.189 Tonnes CO <sub>2</sub> e
CARBON OFFSET+	<b>9.281</b> Tonnes CO <sub>2</sub> e
CARBON OFFSET PROJECT	Sichuan Sanchahe River Hydropower, China

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### COCO+ TRAVEL CARBON OFFSET CERTIFICATION

COMPANY NAME	ZiaBia Limited
CERTIFICATION PERIOD	1 <sup>st</sup> April – 30 <sup>th</sup> June 2023
CO <sub>2</sub> E TOTAL	9.352 Tonnes CO <sub>2</sub> e
CARBON OFFSET+	<b>9.446</b> Tonnes CO <sub>2</sub> e
CARBON OFFSET PROJECT	Sichuan Sanchahe River Hydropower, China

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COCO+

### COCO+ TRAVEL CARBON OFFSET CERTIFICATION

COMPANY NAME	ZiaBia Limited
CERTIFICATION PERIOD	1 <sup>st</sup> July – 30 <sup>th</sup> September 2023
CO <sub>2</sub> GENERATED	4.369 Tonnes CO <sub>2</sub>
CARBON OFFSET+	<b>4.413</b> Tonnes CO <sub>2</sub>
CARBON OFFSET PROJECT	Sichuan Sanchahe River Hydropower, China

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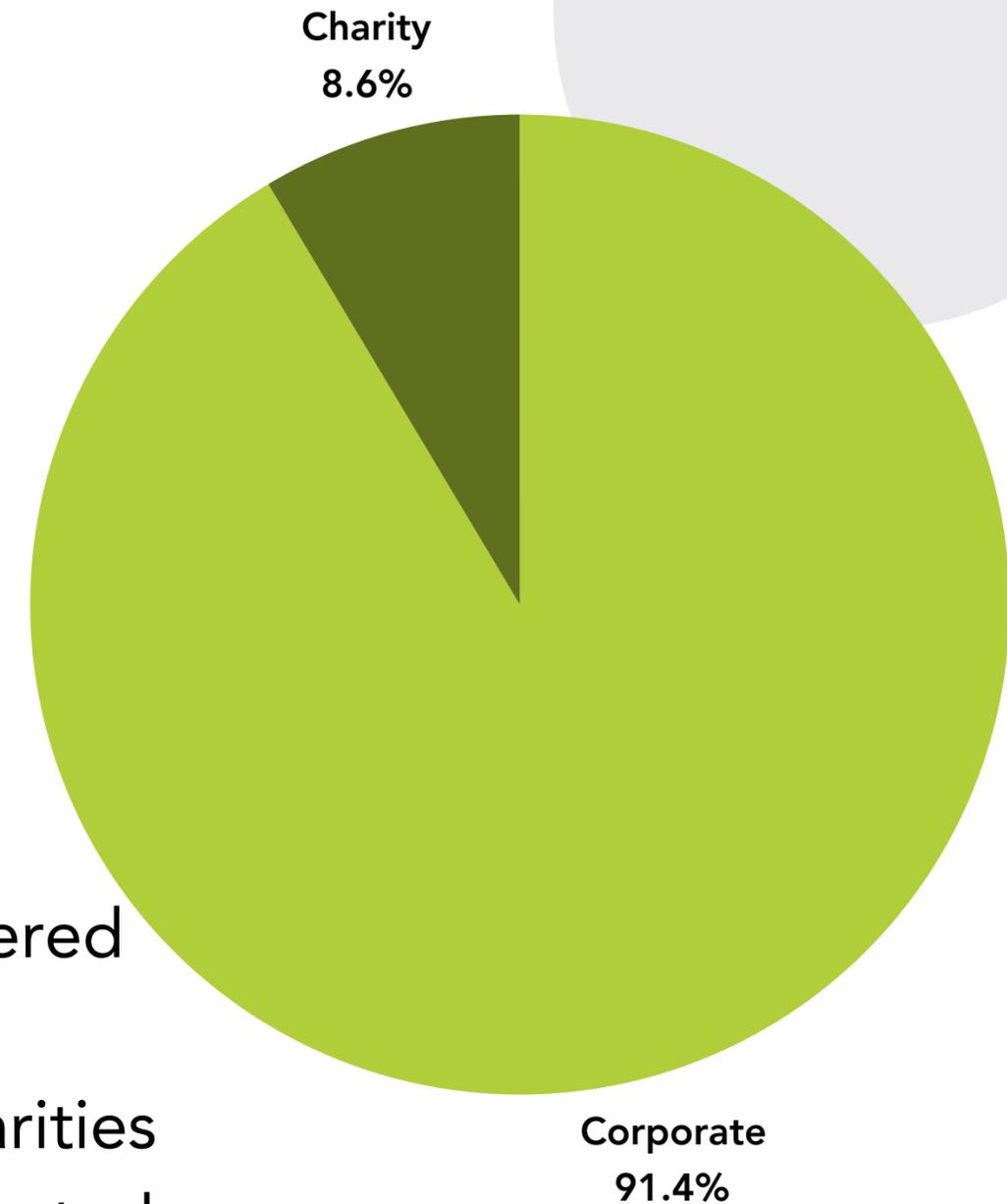
  
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# Customers

Out of 21 clients who completed our feedback survey for events delivered within the year, the feedback was as follows:



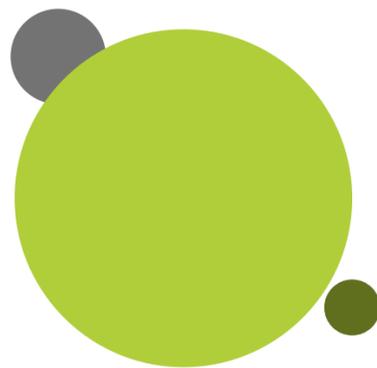
Out of 97 events delivered in the year - 9 of these were for charities who we provide discounted rates and extra support





# Thank You

For Your Time!



## Contact Information



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