



ZiaBia

EVENTS CONSULTANCY

Impact Report

November 2022 - October 2023

www.ziabia.com



Table Of Contents

03.

About us

05.

Governance

07.

Workers

10.

Customers

04.

Values & Mission

06.

Community

08 & 09.

Environment

11.

Contact



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

Express enthusiasm, energy, tenacity and competitiveness

Value reputation

Everyone is provided opportunity based on merit, no one is entitled to anything

Never stop being hungry for achievement

Treat everyone with respect

Support 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

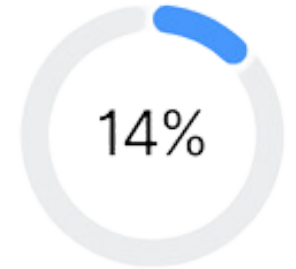
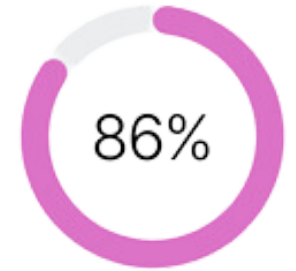
Become a charitable partner with an organisation specific to the hospitality industry and introduce our ZiaBia community volunteering programme

Workers

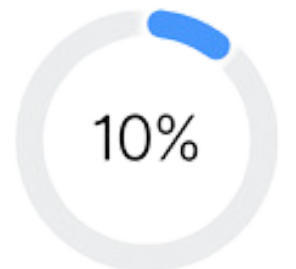
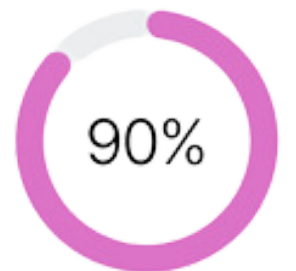
We value and celebrate diversity here at ZiaBia and our team represent a range of social and economical backgrounds:

- 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



COCO+

Carbon offset
50.2%



Carbon produced
49.8%

Plans for next year

- Become Bcorp accredited
- Achieve Greengage Eco Smart certification, a hospitality industry specified certification

Environment


COCO+

COCO+ TRAVEL CARBON OFFSET CERTIFICATION

| | |
|-------------------------|----------------------------------------------------------|
| COMPANY NAME | ZiaBia Limited |
| CERTIFICATION PERIOD | 1 st October – 31 st December 2022 |
| CO ₂ E TOTAL | 3.841 Tonnes CO ₂ e |
| CARBON OFFSET+ | 3.879 Tonnes CO ₂ 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 st January – 31 st March 2023 |
| CO ₂ E TOTAL | 9.189 Tonnes CO ₂ e |
| CARBON OFFSET+ | 9.281 Tonnes CO ₂ 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 st April – 30 th June 2023 |
| CO ₂ E TOTAL | 9.352 Tonnes CO ₂ e |
| CARBON OFFSET+ | 9.446 Tonnes CO ₂ 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 st July – 30 th September 2023 |
| CO ₂ GENERATED | 4.369 Tonnes CO ₂ |
| CARBON OFFSET+ | 4.413 Tonnes CO ₂ |
| CARBON OFFSET PROJECT | Sichuan Sanchahe River Hydropower, China |

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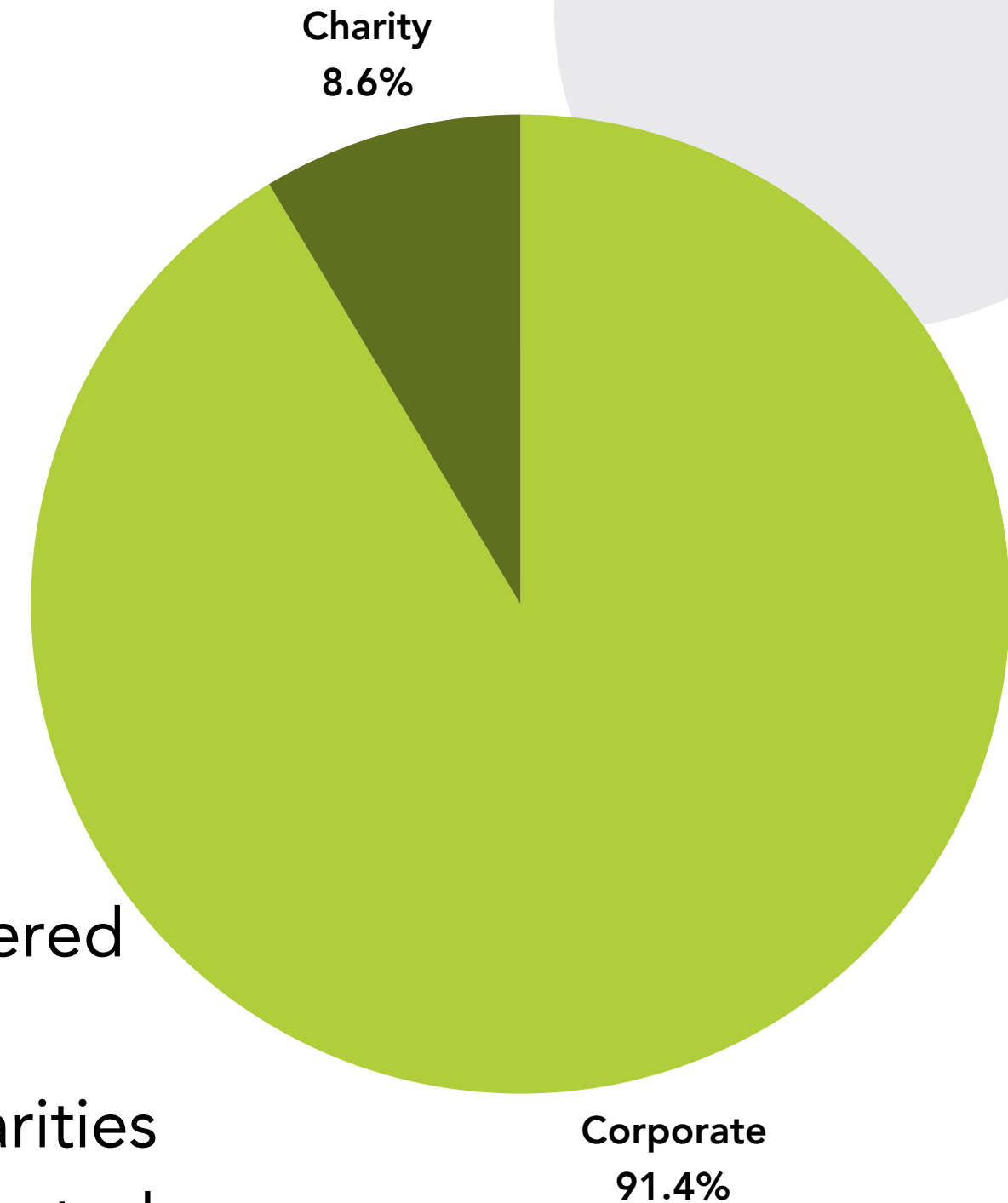

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Customers

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



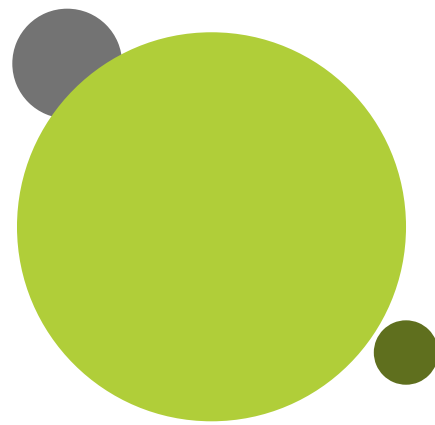
Out of 97 events delivered in the year - 9 of these were for charities who we provide discounted rates and extra support





Thank You

For Your Time!



Contact Information



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www.ziabia.com



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