



GANDEY



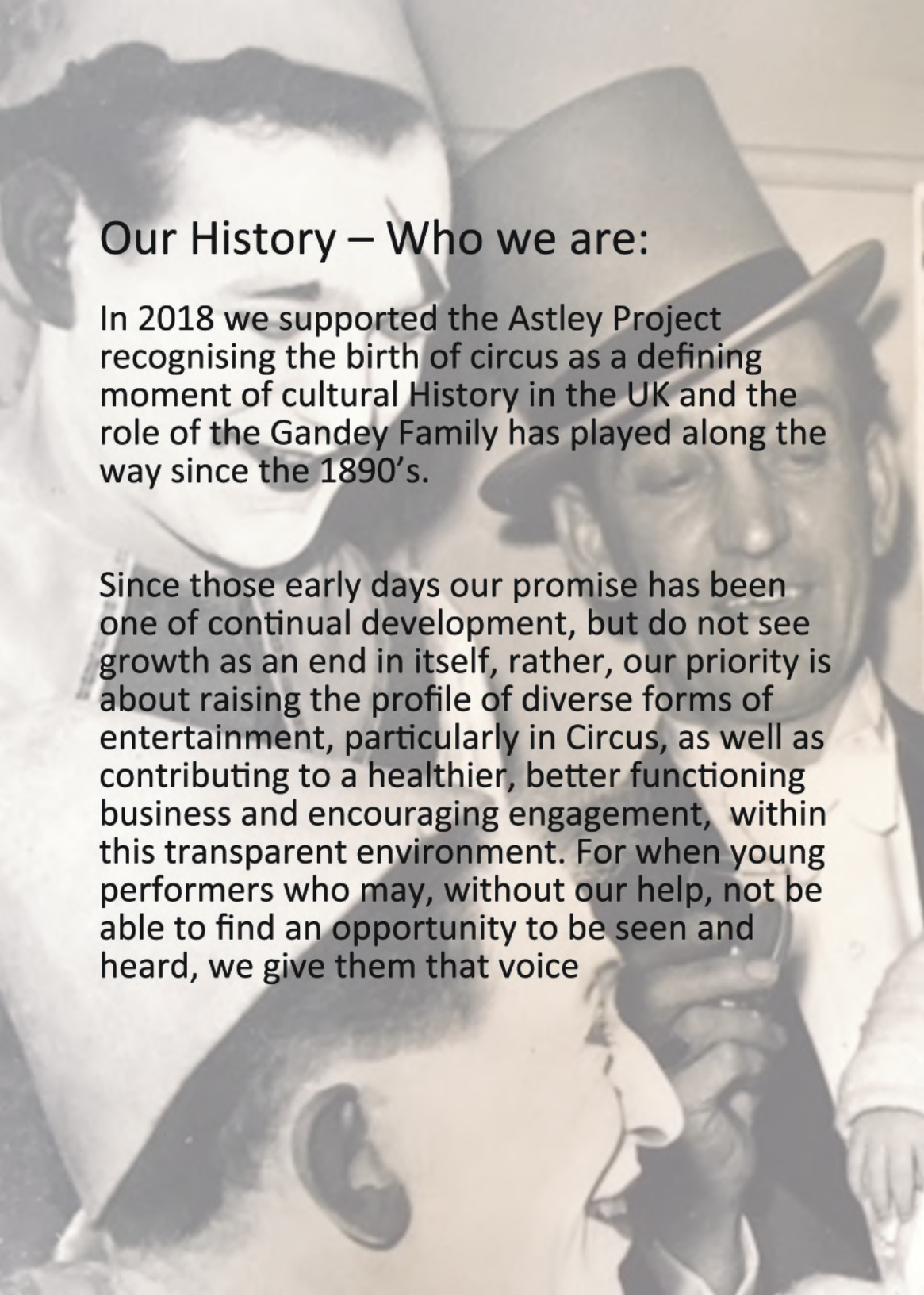
World class productions

www.gandey.com

In 2019 we take a step back and reflect on our national and international productions. We dive into who we are, our history and our values, taking the opportunity to reaffirm these values as goals for a company of global citizens devoted to having a positive impact on the world and in communities within which we operate.

We are dedicated to contributing to society in the best possible way.

This is a practical guide to help all our people, and stakeholders, regardless of age, position or country to navigate difficult choices and make the right decisions, in line with our values



Our History – Who we are:

In 2018 we supported the Astley Project recognising the birth of circus as a defining moment of cultural History in the UK and the role of the Gandey Family has played along the way since the 1890's.

Since those early days our promise has been one of continual development, but do not see growth as an end in itself, rather, our priority is about raising the profile of diverse forms of entertainment, particularly in Circus, as well as contributing to a healthier, better functioning business and encouraging engagement, within this transparent environment. For when young performers who may, without our help, not be able to find an opportunity to be seen and heard, we give them that voice

Values

Integrity

Our success is based on our relationship of trust across cultural boundaries and stakeholders. To keep and cultivate this trust we must always be honest and straightforward

Responsibility

We are trusted to create and produce the highest quality performance to a professional Standard. We take responsibility for our personal and professional conduct. We care about our impact on the communities where we work and seek to make a positive difference

Diversity and Respect

Our strength lies in the people with whom we work. We celebrate the fact the everyone is unique and we are all valued for our diversity and the contribution we have to offer. We create unique engaging and entertaining environments where people come together to feel intrigued entertained, connected and Inspired

Technical Excellence

We aim to deliver outstanding world class work. We innovate and develop to meet our clients and stakeholders evolving needs.

Stewardship and Legacy

We build long term relationships to be sustainable, encouraging, innovative, inclusive and plan for success on shaping the future for performance.

OUR STAKEHOLDERS' MAP



Our Responsibilities



We contribute to charities and support not for Profit organisations
We encourage environmental Sustainability and are committed to:

- Reducing waste
- Repurpose and re use
- Reduce transport
- Reduce power

We have seen the elimination of single use plastics across our bars, recycling of cardboard, repurposing of props and costumes across our shows. The use of LED bulbs across our lighting rigs to reduce power consumption, vehicle sharing and efficient generator usage.

- We encourage the use of plain language in all communications
- We strive to make our venues and performances accessible to all; In 2018 we commenced a programme of signing at certain performance along with the introduction of a number of touch tours and relaxed performances during the tours.
- Training
- Equal opportunities and discrimination free environment
- Customer Satisfaction and Respect.

Our Goals - working towards:

- Innovation within performance and skills and artistic delivery
- Integrating innovative technology within the performance
- Technological infrastructure enhancements for touring.
- Performing in geographical areas for sectors of society who may not have the opportunity to see these performances otherwise
- Partnering with local authorities and landowners to ensure the cost of performance to the paying public does not force performances into an elitist market
- Producing shows for a wider audience in a non confrontational manner, questioning stereotypes & Prejudice, celebrating gender, culture, religion disability, age & race.
- Building a talent pool. A fully integrated company confident in its ability to attract and retain global talent, Furthermore, given our position as an international influencer and challenger we can continue to encourage the Gen Z whose values match ours;
Search for the truth
Not defined
Radically Inclusive
More dialogue
Living life pragmatically



Our Expertise

- We have a cross border understanding of sector specific environments, issues & trends that are critical to delivering performances.
- We discuss, debate and connect on a regular basis with protagonists, individuals, groups, research institutions & lobbyists in the Performing Arts.
- We have a year-round Budget that invests in international scouting for performers and performances to ensure we meet our goals.

- We strive for international development with appreciation, consideration and respectfulness of both cultural and language differences. We thoroughly research international markets
- We consider technological impact in infrastructure and connectivity. Regularly risk assessing our position in the market and relevance to our customers.

"To remain relevant, we embrace change"



OUR IMPACT



World class shows performed internationally each year



Having reached millions of diverse people with a variety of diverse shows

Feedback from those attending our shows



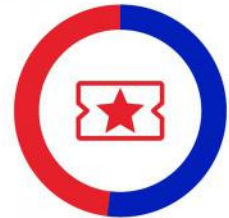
90% said cost and access needs exclude them from the arts



86% felt uplifted and happier after their visit



86% rated our shows as excellent



52% rarely get the chance to go out as a family



Having raised over £100,000.00 for Safe Child Thailand over the past 5 years, Helping to get the vulnerable off the streets.

A Powerhouse of Creative Ideas



Touring across Continents
working with diverse Artistes
from all over the globe



WANTED
VALUES



GANDEY

THE ARTS EXCHANGE
DANE MILL
CONGLETON
CHESHIRE
CW12 1LA
www.gandey.com