

NürnbergMesse Code of Conduct for Business Partners

(As per 14.06.2024)

Introduction

NürnbergMesse is driven by values and committed to social and environmental responsibility. We expect our employees to observe principles and standards of ethical and sustainable behavior at all times and to make them an integral part of our corporate culture. This is why we established a Code of Conduct in 2023 that is binding for all our employees.

As our understanding of responsible conduct extends along our entire value chain, we also involve our business partners¹. Being convinced that we can achieve more through a partnership approach, this Code of Conduct serves as a foundation for jointly implementing social, environmental and ethical principles. Inspired by the United Nations Global Compact, the Sustainable Development Goals as well as the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, this Code constitutes the basis for a business relationship based on integrity, fairness and responsibility.

Our business partners agree to comply with the principles and requirements of our Code of Conduct and to strive to require their subcontractors to adhere to the values and norms set forth in this document.

In case of a breach of this Code of Conduct, NürnbergMesse and the contractual partner shall agree to take remedial action within a reasonable period of time.

A serious breach of this Code of Conduct may ultimately give NürnbergMesse cause to question the business relationship, including all associated contracts.

We look forward to establishing and expanding our business relations with you as our business partner based on the following principles of good corporate governance and social and environmental sustainability.

1. Respectful and responsible behavior

As a business partner of NürnbergMesse, we are committed to the following principles to strengthen a fair, inclusive and protective working environment in which employees can develop on the basis of their different skills, knowledge, perspectives, experience and characteristics.

Non-discrimination and respect for employee rights

- We promote equal opportunities and equal treatment for all employees, regardless of ethnic origin, skin color, age, gender identity, aptitude, sexual orientation, religion or other characteristics.
- We prohibit and sanction all forms of sexual harassment or discrimination.

Working Hours, Wages and Benefits for Employees

- We recognize the legal right of employees to form or join unions and to bargain collectively.
- We do not discriminate against members of employee organizations or unions in any way.

¹ We define business partners as all parties that have a business relationship with NürnbergMesse, in particular suppliers and service providers.

- We comply with all working time regulations relevant to us in the countries and industries in which we operate.
- We pay fair wages and comply with all applicable wage and compensation laws.

2. Social and environmental responsibility

As a business partner of NürnbergMesse, we are committed to the following principles of social and environmental sustainability. With regard to social aspects, we attach particular importance to respecting the human rights of rights holders or groups of rights holders that are particularly vulnerable such as women, children or migrant workers as well as indigenous groups. Concerning environmental aspects, the protection of our climate and the sustainable use of natural resources are of key importance to us.

Prohibition of forced labor

- We do not use or support any form of slavery, servitude, forced or compulsory labor, or human trafficking.

Prohibition of child labor

- We do not employ workers under the age of 15 in any way that is harmful to their physical or psychological development.
- We do not employ workers under the age of 18 for hazardous work in accordance with International Labor Organization Convention 182.

Health and safety of employees

- We act in accordance with applicable legal, international and industry standards on occupational health and safety and provide safe working conditions.
- We provide instruction and training to ensure that employees know how to deal with occupational health and safety issues.
- We implement a reasonable occupational health and safety management system.

Complaint mechanism for employees

- Under consideration of our capabilities, we provide a channel for our employees ("whistleblower system") to report possible violations of the principles of this Code of Conduct in a safe and anonymous manner.
- To the extent that we are subject to relevant legal requirements, we guarantee the existence of such a whistleblowing system.

Compliance with applicable environmental standards

- We comply with all applicable environmental regulations.
- When doing so, we pursue an environmentally friendly development, production, transport, use and disposal of our products.

Use of resources

- We use resources efficiently, employ energy-efficient and environmentally friendly technologies, and reduce waste.
- We actively participate in the development and use of circular economy concepts to keep valuable materials in a cycle.
- We take appropriate organizational and technical measures to reduce water consumption, as far as possible and reasonable under economic considerations, and to prevent the contamination of surface or groundwater in our own manufacturing process or in procurement.

Protection of climate and biodiversity

- We reduce our negative impact on climate change and biodiversity in order to protect people's livelihoods.

3. Responsible business conduct

As a business partner of NürnbergMesse, we are committed to the following principles of responsible business conduct.

Compliance

- We comply with all laws and regulations of the respective legal frameworks applying to us.

Fair business practices

- Combating corruption and bribery
 - We do not tolerate any form of corruption or bribery and do not become involved in it – neither directly nor indirectly.
 - We do not grant, offer or promise anything of value to government officials or representatives from the private sector in order to influence official acts or gain an unjustified advantage.
- Fair competition, antitrust law and intellectual property
 - We act in accordance with national and international competition laws and do not engage in price, market or bid rigging with competitors.
 - We respect the intellectual property rights of others.
- Conflicts of interest
 - We avoid conflicts of interest that could negatively influence our business relations with NürnbergMesse.
 - In case of possible conflicts, we disclose them to NürnbergMesse.
- Money laundering
 - We do not participate directly or indirectly in forms of money laundering and do not facilitate them.

Data protection

- o We process personal data confidentially and responsibly.
- o We respect the privacy of every individual and ensure that personal data is effectively protected and used only for legitimate purposes.

Export control and customs issues

- o WE comply with all applicable export control and customs regulations.

Responsibility in the supply chain

- o We make reasonable efforts to communicate the principles put forth by this Code of Conduct to our suppliers and to ensure compliance with them.
- o We make reasonable efforts to avoid using raw materials in our products that originate from conflict and high-risk areas and contribute to human rights abuses, corruption, or funding of armed groups.

4. Transparency and reporting of violations

As a business partner of NürnbergMesse, we are committed to principles of transparency and openness.

Transparency

- We maintain transparency towards our stakeholders and do not conceal any information relevant to the respective stakeholder group, particularly not in cases where disclosure is mandatory because of legal or regulatory requirements.

Reporting violations

- If we become aware of violations of this Code of Conduct, we immediately inform NürnbergMesse as our business partner.
- We give our employees the opportunity to inform us of potential or actual violations of this Code of Conduct in a secure, confidential and, if necessary, anonymous manner.
- In turn, we encourage our business partners to also set up a whistleblowing channel and to promote appropriate reporting options along their supply chain.

5. Auditing and assessment

We acknowledge that NürnbergMesse reserves the right to conduct audits or assessments itself or through third parties to ensure that we comply with laws, rules and the principles stated in this Code of Conduct. The corresponding audits may be announced or unannounced.

In addition, we acknowledge that in the event of potential or actual violations of this Code of Conduct on our part, NürnbergMesse reserves the right to take appropriate measures with regard to our existing business relationship.

If a violation is detected, NürnbergMesse will notify us immediately and set us a reasonable grace period to bring our conduct into compliance with these regulations.

If a remedy is not possible in the foreseeable future, we must notify NürnbergMesse immediately and work with NürnbergMesse to draw up a concept with a timetable for ending or minimizing the infringement.

If such a breach has been culpably committed, if the grace period expires without result or if the implementation of the measures contained in the plan does not bring about a remedy after expiry of the schedule and makes it unreasonable for NürnbergMesse to continue the contract until ordinary termination, this shall be deemed good cause entitling NürnbergMesse to extraordinary termination.

Further contractual obligations remain unaffected by this Code of Conduct and take precedence over the provisions described in this document.

We have taken note of the content of this Code of Conduct for Business Partners and hereby undertake to comply with it in addition to our other contractual obligations.