

# CODE OF CONDUCT

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## INTRODUCTION

The BESL Eventagentur GmbH & Co. KG bases its Code of Conduct on the ten principles of the “UN Global Compact”. This relates to the overarching areas of human rights, labour, the environment and anti-corruption.

This code is a promise to our employees, fellow human beings, partners and customers with whom we work. We are committed to acting responsibly and sustainably in each of our areas of activity. With this Code, we provide ourselves with a guideline by which we are guided and measured, as it is representative of our company. All employees and service providers demonstrate a conscious commitment to the Code.

## THE EMPLOYEES COME FIRST

We are an attractive employer for our employees and want to remain so at all times.

We are therefore in constant dialogue with them, respond to their requirements and support team-based and individual training and development opportunities.

Every single employee is valued for who they are and this is reflected in our company’s guiding principles.

The fair and punctual payment of salaries and a culture of open communication form the basis for respectful cooperation and an optimised working environment that enables employees to combine their private and family lives with their careers.

## SELECTED PARTNERS AND SUPPLIERS

Our highly qualified partners and regional suppliers form a well-coordinated team with our internal staff, which organises every event in the best possible way.

Years of collaboration and constant communication ensure that every project runs smoothly.

In addition, we are certain that we can rely on the professionalism and adherence to deadlines without exception, as we are a trustworthy service provider thanks to punctual payments and a high level of appreciation.

## OUR CUSTOMERS

Our clients enjoy our full attention and utmost interest in realising their vision of the planned event. In order to create innovative and sustainable events together with our customers, we offer a detailed, fairly calculated portfolio that provides an appealing overview and gives individual freedom. By completely satisfying our guests, we are able to pass on sustainable aspects to other areas or companies, which we have made our mission.

## OUR ENVIRONMENT

Protecting the environment and taking it into account in every respect is one of our most important concerns, which is why we attach great importance to regional suppliers and seasonal products. Our waste separation is based on a concept that enables optimal disposal. We also use green electricity and minimise print media. These measures minimise our CO<sub>2</sub> emissions and help us to constantly improve our ecological footprint.

We also influence our customers and partners and pass on our attitude and values in order to promote sustainable aspects. In addition, environmentally friendly technologies will be promoted for future purchases.

## OUR COMPLIANCE

First and foremost, we comply with the principles of the United Nations Global Compact. These include the protection of human rights and not being complicit in human rights violations.

In addition, we adhere to the associated core labour standards of the ILO, which include the elimination of forced labour, the abolition of child labour, freedom of association and the right to collective bargaining as well as the prohibition of discrimination in employment and occupation. We also monitor the avoidance of corruption, extortion and bribery in all forms.

We see ethical principles as a matter of fact. We are committed to fair competition and equal opportunities with regard to gender, age, disability, sexual orientation, identity, religion or belief, ethnic origin and nationality.

The responsibility for enforcing and adhering to our compliance guidelines lies with the management, Christian Pellenz.

### **Compliance Officer**

Christian Pellenz  
Berlin, 01/10/2024