

Messe Berlin Group bases its corporate governance on the principles of responsible enterprise management aimed at increasing the value of the business on a sustainable basis. Messe Berlin Group expects the same standard of corporate conduct from its business partners.

Our business partners are all suppliers and vendors within the Messe Berlin Group from whom we purchase goods or services and consulting services, our business partners with an intermediary function and sales representatives, and our cooperation and syndicate partners.

This Code of Conduct defines the principles and requirements of Messe Berlin in relation to its business partners regarding responsibility for people, society at large and the environment.

*The business partners hereby undertake:*

### Compliance with the law

- to comply with the laws of any relevant jurisdiction.

### Conflicts of interest

- to avoid any conflicts of interest which may adversely affect any business relationships.

### Ban on corruption

- not to tolerate corruption or bribery in any form and to refrain from partaking in such practices directly or indirectly in any way whatsoever and not to offer, grant or promise any gifts or gratuities to public officials (e.g. government officials) or any counterparts in the private sector, with a view to influencing the acts or decisions of such officials or obtain an unfair advantage.

### Fair competition, anti-trust law and intellectual property rights

- to act in accordance with national and international anti-trust laws and not to participate in anti-competitive price fixing, sharing of markets or customers, marketing agreements or bid rigging or to abuse a dominant market position in an inadmissible way;
- to respect the intellectual property rights of others.

### Environmental responsibility

- to strictly observe any legal regulations and international standards relating to the protection of the environment;
- to minimise any harmful effects of operations on the environment and to continually improve and promote environmental protection.

### Respect for key worker's rights

- to guarantee equal opportunities and equal treatment of employees regardless of the colour of their skin, ethnic origin, nationality, social status, disability, sexual orientation, political opinions or religious beliefs, and gender and age;
- to respect the personal dignity, privacy and personal rights of every person;
- not to employ anyone against their will or to force them to work;
- not to tolerate any unacceptable treatment of workers, such as mental hardship, sexual and personal harassment or discrimination;
- to ensure adequate remuneration and to pay the national minimum wage prescribed by law;
- to observe the maximum working hours prescribed by law in the respective country;
- to the extent permitted by law, to respect workers' freedom of association and not to favour or discriminate against members of workers' organisations or unions.

### Ban on child labour

- not to employ any persons under the age of 15 years. Even if national laws permit light work to be performed by children under 15 years of age, employment of such persons is still not permitted, if this may jeopardise the child's well-being.

### Employees' health and safety

- to assume responsibility for the health and safety of their employees;
- to minimise risks and ensure that the best possible precautionary measures are in place to prevent accidents and occupational diseases;
- to provide training opportunities and ensure that all employees are familiar with issues of occupational health and safety management.

### Supply chain

- where necessary to adequately promote compliance with the contents of the Code of Conduct by their business partners;
- to observe the principles of non-discrimination in the selection of and in business dealings with the business partners.