



MESSE
MÜNCHEN

Code of Conduct for Business Partners

Messe München GmbH

Table of contents

- Introduction and general principles3
- Human and labour rights.....4
- Environment and ecological responsibility.....6
- Ethical business behaviour7
- Implementation of and compliance with the Code of Conduct.....9

Introduction and general principles

Messe München GmbH (MMG) is one of the world's leading trade fair organisers and offers exhibitors and visitors platforms for establishing international business relationships, discovering new products and technologies and exchanging knowledge. In order to maintain the high reputation and trust placed in MMG by its customers, business partners and the public, MMG complies with applicable law, ethical principles and corresponding internal guidelines in the course of its business activities. Lawful and responsible behaviour is an essential part of the corporate culture and a basic prerequisite for the company's success.

MMG places a strong focus on social responsibility and respects human and environmental rights in its own business area and along the entire supply chain. Ecological, social and ethical behaviour is therefore firmly anchored in the company and integrated into our structures and processes. Sustainability is also an important part of MMG's corporate strategy. Our goal is to remain successful in the long term through sustainable corporate management and social responsibility. Sustainability is a challenge that determines our daily and long-term thinking and actions and plays an important role in our cooperation with business partners.

We therefore commit our business partners¹ to sustainable behaviour and to comply with this MMG Code of Conduct for Business Partners (Code of Conduct). This forms the basis of all business relationships and is binding for the cooperation between MMG and its business partners. Business partners must also implement the principles and requirements set out here in their upstream supply chain (direct and indirect suppliers, subcontractors and vendors). MMG expects its business partners to comply with all applicable international, national and local laws, contractual agreements and internationally recognised standards.

The Code of Conduct is based on legal regulations such as the German Supply Chain Duty of Care Act (LkSG) as well as internationally recognised standards, principles and guidelines. These include the United Nations Global Compact (UNGC), the UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights, the core labour standards of the International Labour Organization (ILO), the OECD Guidelines for Multinational Enterprises, the UN Convention on the Rights of the Child and the UN Convention on the Status of Women.

The Code of Conduct sets out binding minimum requirements and does not release the business partner from the obligation to fulfil any further legal requirements. MMG reserves the right to revise the Code of Conduct - it applies in its current version.

¹ includes suppliers, service providers, service partners, contractors, etc.

Human and labour rights

We and our business partners respect internationally recognised standards and human rights.

Prohibition of child labour, forced labour and slavery

All forms of child labour are strictly rejected. Business partners must prohibit child labour in their own business areas and at their own suppliers. The worst forms of child labour (e.g. slavery, forced labour) for children under the age of 18 are prohibited (ILO 182). Minors under the age of 18 are in need of protection and may not be used for work or perform activities that are harmful to the health, safety or morality of children (e.g. night shifts or overtime).

The business partner is required to comply with the recommendation from the ILO conventions on the minimum age for the employment of children (ILO 138). No children of compulsory school age (in accordance with the statutory compulsory schooling requirements of the place of employment) may be employed. In any case, the minimum age must not be less than 15 years.

No forms of slavery, slavery-like practices, servitude or bonded labour, human trafficking or forced or compulsory labour may be used in the supply chain. The exercise of domination or oppression in the workplace environment, for example through extreme economic or sexual exploitation and humiliation, is also prohibited. All work must be voluntary and without threat of punishment. Employees have the right to terminate their work or employment relationship subject to the statutory notice period.

Fair working hours and appropriate remuneration

The business partner must comply with the applicable national laws and industry standards on working hours, remuneration, minimum income and social benefits.

Working hours must comply with the applicable national laws and ILO standards. Maximum working hours must not be exceeded and the legally prescribed rest and break times must be observed. Overtime is only permitted if it is voluntary, not regularly demanded and appropriately remunerated.

Remuneration and fringe benefits (including overtime compensation and social benefits) must at least correspond to the national statutory minimum wage and industry standards. Wages and social benefits must be paid regularly, in full, punctually and in a comprehensible manner. Remuneration should enable employees and their families to enjoy an adequate standard of living. Deductions from wages as a punitive measure are not permitted.

Health and safety in the workplace

The business partners comply with the applicable occupational health and safety regulations of the place of employment as well as international standards and are responsible for a safe and healthy working environment. The necessary precautionary measures against accidents at work or work-related health hazards are taken by establishing and applying appropriate occupational safety systems. In order to reduce risks in the workplace

Business partners implement suitable technical safety measures and adequate safety standards in the provision and maintenance of the workplace, the workplace and the work equipment. In addition, business partners shall provide employees with suitable personal protective equipment. Employees must be protected from the effects of chemical, physical or biological substances. Excessive physical and mental fatigue, in particular due to unsuitable work organisation with regard to working hours and rest breaks, must be prevented by means of suitable measures. Furthermore, employees must be regularly informed and trained about applicable health and safety standards and protective measures.

The minimum requirements for a safe and healthy working environment include the provision of drinking water, adequate lighting and room temperature, good ventilation and access to clean sanitary facilities.

Diversity and equal treatment

Trade fairs are diverse and unique - and so is the diversity of our workforce. At MMG, we see diversity and inclusion as a strength of our team. That is why we create and promote an inclusive, diverse and non-discriminatory working environment. We treat each other fairly and respectfully and pursue open and collaborative communication. As a signatory to the Diversity Charter, which stands for recognition, appreciation and the inclusion of diversity in the workplace, we are committed to tolerance and diversity.

The equal treatment of our employees is an essential part of our corporate philosophy. We pursue a zero-tolerance policy towards any form of discrimination. We expect our business partners to create an inclusive and supportive working environment by taking diversity into account when selecting employees. Employees must be treated fairly and equally and must not be discriminated against. No one may be unjustifiably disadvantaged, harassed or favoured on the basis of gender, gender identity or sexual orientation, age, ethnic origin, nationality or skin colour, religion or ideology, political opinion, disability, physical or mental ability or other characteristics. Unequal treatment includes, in particular, the payment of unequal pay for work of equal value.

Freedom of association and trade unions

The business partner respects the right of employees to freely organise, form or join trade unions. Trade unions must be allowed to operate freely in accordance with the law of the place of employment. This includes the right to strike and the right to collective bargaining. Forming, joining and being a member of a trade union must not be used as a reason for unjustified discrimination or retaliation.

Preserving the natural foundations of life

Causing harmful soil change, water or air pollution, noise pollution or excessive water consumption is prohibited if it significantly impairs the natural basis for the preservation and production of food,

impedes or destroys a person's access to sanitary facilities or harms a person's health. It must be ensured that no unlawful forced eviction and no unlawful seizure of land, forests and waters is carried out. It is prohibited to unlawfully seize land, forests or bodies of water if they are acquired, built on or otherwise used as the basis of people's livelihoods.

Deployment of security forces

If business partners commission or use private or public security forces to protect the company's project, it must be ensured that these forces do not violate the prohibition of torture and cruel, inhuman or degrading treatment, do not cause harm to life and limb and do not impair the freedom of association and freedom of association.

Environment and ecological responsibility

Sustainable business practices and environmental and climate protection projects are firmly anchored in our corporate strategy.

Trade fairs are the platforms of the future. During the trade fair days, experts from all over the world come together to present their future technologies, discuss solutions and enter into new co-operations. Events of this magnitude have enormous value for the economy. We must be aware of this: Greenhouse gas emissions are released at every event. Together with our partners, we have set out to develop measures for a more sustainable trade fair industry and to fulfil our social responsibility. After all, sustainability and climate protection must be actively practised - this also includes a sustainable trade fair presence.

For this reason, we have developed a sustainability strategy tailored to the trade fair industry, which includes a large number of measures and projects in the areas of energy, water, mobility, biodiversity, governance and resources. In this way, we aim to minimise our environmental impact in all areas of the company, use resources sparingly and efficiently, improve energy efficiency and meet the requirements of a modern circular economy.

We also expect our business partners to act in an environmentally conscious and resource-conserving manner.

Environmental protection and use of resources

The business partner must comply with all applicable national and international environmental laws and

-The company must comply with environmental standards and obtain all necessary environmental permits and authorisations and keep them up to date. No harmful soil changes, water and air pollution, noise emissions or excessive water consumption may be caused that significantly impair the production of food, deny access to safe drinking water, impede access to sanitary facilities or harm human health.

The business partner must take all necessary and appropriate measures to protect the environment, society and the climate as part of its business activities. Environmental impacts, effects and risks must be avoided or reduced throughout the entire supply chain. The business partner shall make reasonable efforts to improve environmental awareness and environmental protection in its processes and to participate in the use of climate-friendly and resource-conserving products and materials. Business partners are expected to use resources such as water, energy and raw materials efficiently and responsibly to protect biodiversity, reduce greenhouse gas emissions and the CO2 footprint and promote the circular economy.

Mercury, chemicals and waste

The manufacture of mercury-added products, the use of mercury and mercury compounds in manufacturing processes and the treatment of mercury waste are prohibited (Minamata Convention).

The production, use and disposal of chemicals listed in the Stockholm Convention on Persistent Organic Pollutants (POP Convention) are also prohibited. The business partner must ensure that these substances are handled, collected, stored and disposed of in an environmentally sound manner.

The bans on the import and export of hazardous waste in accordance with the Basel Convention must be observed.

Dealing with conflict minerals

Special due diligence obligations apply to suppliers who deliver products that originate from conflict and high-risk areas or are transported through conflict areas and suppliers who use such raw materials in their products.

The business partner must establish special due diligence processes in accordance with the "OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas" for the following raw materials: Tin, tungsten, tantalum, gold, their ores and metals that are ligated with conflict minerals. It must be ensured that these materials have been acquired without conflict. We expect our business partner to exclude smelters or smelters and refineries without audited due diligence processes.

Ethical business behaviour

Integrity and anti-corruption

Integrity in business dealings is our top priority. MMG does not tolerate corruption under any circumstances. We will not consider any transactions that involve the violation of legal provisions or company regulations in connection with the granting or acceptance of benefits.

We therefore expect our business partner not to tolerate any form of corruption, bribery, embezzlement, fraud or theft. The business partner must take appropriate measures to prevent the corruption of its own employees and bribery by its own employees.

In business dealings with individuals, companies or public officials, business partners and their employees may not accept, grant, promise or accept promises of bribes or other unlawful payments, benefits or advantages in order to unfairly influence business relationships or decision-making processes or to gain an inappropriate business advantage. This also applies to gifts and invitations.

The business partner avoids conflicts of interest in which personal or own financial interests collide with the company's interests or the interests of MMG, which could lead to corruption risks or create the appearance of corruption. Such a conflict situation exists when a person has a private interest that could potentially influence business relationships. We therefore expect our business partners to base business relationships solely on objective criteria and to make business decisions solely on the basis of objective considerations. Existing or potential conflicts of interest must be disclosed.

Fair competition

We expect our business partners to compete fairly and to comply with applicable competition and antitrust laws. A fair and competitive business environment should be protected and promoted. No agreements, business practices or concerted behaviour that unlawfully restricts competition or impairs the free market may be pursued. For example, price or supply agreements, market allocations or the abuse of a dominant market position are prohibited.

Prevention of money laundering and terrorist financing

The applicable legal obligations for the prevention of money laundering and terrorist financing must be complied with. Business partners take appropriate measures to prevent money laundering and terrorist financing. Business relationships are only entered into with reputable partners. No business transactions are entered into with organisations or persons associated with terrorism, drug trafficking or other criminal activities.

Data protection, information security and protection of intellectual property

The business partner shall comply with all applicable national and international laws and regulations on data protection, information security and the protection of intellectual property.

The privacy of natural persons must be respected and the personal data of customers, visitors, suppliers and employees must be protected by appropriate measures. Business partners may only collect and process personal data for legitimate business purposes, only use it in a legal and transparent manner and only pass it on to those authorised to access it. Information systems of the

Business partners that contain confidential information of MMG must be appropriately managed and protected against unauthorised access or unauthorised processing. The data may only be stored for as long as necessary. Intellectual property rights must be respected and protected.

Implementation of and compliance with the Code of Conduct

Transfer and implementation along the supply chain

The business partner shall set up effective and suitable management systems and business processes that ensure compliance with the applicable laws and the requirements of the Code of Conduct and guarantee the assumption of social responsibility and compliance with human and environmental rights. The business partner undertakes to address and implement the principles set out in the Code of Conduct appropriately along the supply chain and to enforce them against its own contractual partners through suitable contractual provisions. We expect our business partners to identify risks within the supply chain and to take appropriate measures.

The business partner must inform its employees about the contents of the Code of Conduct and the applicable laws and provide appropriate training. The business partner shall guarantee its employees unhindered access to whistleblowing systems.

Audit and audit law

MMG is authorised to verify compliance with the principles set out in this Code of Conduct after reasonable advance notice. The evaluations and checks can be carried out directly by MMG or by qualified third parties in the form of an audit or with the help of a self-assessment questionnaire. The business partner is obliged to provide written information upon request, to provide all necessary information and to enable on-site inspections or audits of the company. Data protection and confidentiality regulations shall be observed. Upon request, the business partner shall obtain appropriate audit rights from suppliers used for the provision of services along the supply chain.

Remedial measures and dealing with violations

If the business partner becomes aware of a breach of the provisions of this Code of Conduct, it must notify MMG immediately in writing. In the event of a violation, the business partner shall take remedial measures to prevent, terminate or minimise the violation within a reasonable period of time set by MMG in writing. MMG reserves the right to apply a concept to end or minimise a breach and to request the cooperation of the business partner in this regard. If the reasonable period for remedial action has elapsed without the breach having been remedied, MMG may suspend the contract until the breach has been remedied or terminate the business relationship and cancel the contracts. A statutory right to extraordinary termination without setting a grace period, in particular in the event of a breach that is deemed to be very serious, shall remain unaffected, as shall the right to compensation.