

Business and Supplier Code of Conduct

Eventful Management GmbH
Mühlhauser Feld 3, 85664 Hohenlinden, Germany
Approved: January 2026 • Next review: January 2027

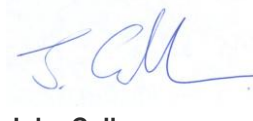
Eventful Management GmbH conducts its business with professionalism, integrity and respect for people and the environment. This Code of Conduct sets out the standards of behaviour we expect of ourselves and of everyone who works with us or on our behalf — employees, freelancers, sub-contractors and suppliers — whenever they are engaged on an Eventful Management project or acting in connection with our business.

This Code applies in addition to all relevant legal requirements. It should be read alongside our Health and Safety Policy, Corporate Social Responsibility Policy, Sustainability Policy and Ethical Business Statement, all of which are available on request.

Approved on behalf of Eventful Management GmbH:



Edwin Courts
Director



John Cullen
Director

Date: January 2026

Document Revision History

Date	Status
January 2026	Original document created and approved — current issue

1. Professional Conduct on Site and in Client Environments

All personnel working on Eventful Management projects are ambassadors for the company and for the client whose event or environment they are working in. The following standards apply at all times on client sites, at venues and during any client-facing activity.

- Behave courteously and professionally towards all venue staff, client personnel, fellow crew members, members of the public and any other persons present on site
- Arrive on time, prepared and fit for the tasks assigned. Do not commence work if you are unwell, fatigued or otherwise impaired in a way that could affect your safety or the safety of others
- Dress appropriately for the working environment. Unless otherwise agreed, practical workwear and closed safety footwear are the minimum standard during production phases
- Avoid unnecessary noise, language or behaviour that could cause offence or disrupt the client's operations or the venue's other activities
- Do not consume alcohol or use recreational drugs or controlled substances before or during work on any Eventful Management project. Personnel found to be impaired will be removed from site immediately
- Treat client facilities, furniture and equipment with care. Report any damage caused, however minor, to the on-site representative without delay
- Respect the client's premises, including any restricted or sensitive areas, and comply with all venue rules and access arrangements as briefed at site induction

2. Confidentiality and Information Security

Eventful Management works with clients across a wide range of industries, many of whom share commercially sensitive, confidential or unpublished information as part of the project brief and delivery process. All such information must be treated with the utmost discretion.

- Do not disclose, discuss or share any information about a client's event, products, strategy, personnel or operations with any person outside the project team without the prior written consent of Eventful Management and, where appropriate, the client
- Do not share project images, plans, sketches, renders or content on social media or with third parties at any point before the client has given explicit written approval for their publication
- Do not photograph or film client premises, products, personnel or event content without the specific permission of the client's authorised representative
- Handle all client documents, data and correspondence securely; do not leave sensitive materials unattended or accessible to unauthorised persons
- Confidentiality obligations survive the end of any project or engagement and remain in force indefinitely unless the client formally releases the obligation
- If you are unsure whether information is confidential, treat it as such and seek guidance from Eventful Management management before sharing it

3. Anti-Bribery, Gifts and Conflicts of Interest

Eventful Management has a zero-tolerance policy on bribery and corruption in all its forms. This applies to all interactions with clients, suppliers, venue operators, public officials and any other party connected with our business.

- Do not offer, give, request or accept any payment, gift, hospitality or other benefit that is intended to improperly influence a business decision or create a sense of obligation
- Gifts of nominal value that are openly given in the normal course of business relationship may be accepted, subject to the Eventful Management Ethical Business Statement. As a guide, gifts with a value above €50 require management approval
- Cash gifts must never be offered or accepted under any circumstances
- Disclose to Eventful Management management any personal relationship, financial interest or other circumstance that could create a real or perceived conflict of interest in relation to a client, supplier or project
- Do not use your position on an Eventful Management project to secure personal business advantage, referrals or commercial relationships for yourself or any connected party

4. Health, Safety and Welfare on Site

Safe working is not optional. Every person on an Eventful Management project has a duty to work safely, to protect others around them and to follow the health and safety arrangements in place for the project.

- Comply at all times with the event-specific Risk Assessment, Method Statements (DGUV Vorschrift 17) and Emergency Procedures, and with any additional health and safety requirements of the venue or client
- Attend and participate fully in all site inductions, safety briefings and toolbox talks. Sign the site induction register (Nachweisbuch) before commencing work
- Wear the personal protective equipment (PPE) required for your role as specified at induction. Do not commence work without it
- Report all accidents, incidents and near-misses to the on-site representative immediately, however minor, and before leaving site
- Do not undertake tasks for which you have not been trained or for which you do not hold the necessary qualification or authorisation
- Keep your working area clean, organised and free from unnecessary hazards. Ensure cables are secured, flight cases are stored safely and walkways and emergency exits remain clear at all times
- If you observe an unsafe condition or practice, stop and report it. You have the right — and the responsibility — to refuse to carry out work you believe to be unsafe

5. Environmental Conduct

Eventful Management is committed to minimising the environmental impact of every project. All personnel are expected to play an active role in achieving this.

- Segregate waste correctly at all times using the waste separation points provided on site. Do not mix recyclable, hazardous or wood waste with general waste
- Minimise material waste through careful handling, cutting and use. Report surplus materials to the on-site representative so they can be returned, reused or redistributed rather than discarded
- Do not dispose of any waste — including packaging, off-cuts, food waste, paint residues or chemicals — in venue bins, car parks or any unauthorised location. All site waste must go through the Eventful Management waste management process
- Handle paints, lacquers, adhesives and other chemical products strictly in accordance with the relevant safety data sheet (SDS). Store and dispose of residues and empty containers as directed
- Avoid unnecessary idling of vehicles and generators. Switch off equipment and lighting when not in use
- Respect the natural environment at and around outdoor venues. Do not damage vegetation, disturb wildlife or leave any trace of the production beyond the agreed cleared and restored footprint

6. Social Media and External Communications

All external communications about Eventful Management projects — including social media posts, press releases, portfolio entries and verbal references — must be handled with care and appropriate authorisation.

- Do not post any images, video, commentary or other content related to a client's event on any social media platform without the prior written approval of both Eventful Management and the client
- Do not make any statement — in person, in writing or online — that could reasonably be interpreted as representing the views of Eventful Management or its clients without explicit authorisation
- All media or press enquiries relating to Eventful Management or its projects must be referred to the directors without exception
- When approved content is shared, it must be accurate, respectful and consistent with the brand standards of both Eventful Management and the client

7. Reporting Concerns and Breaches

We take breaches of this Code seriously. Any person who witnesses or becomes aware of conduct that is inconsistent with this Code is expected to raise it.

Concerns should be reported to the on-site representative or directly to a director:

Contact	Details
Edwin Courts, Director	edwin.courts@eventful-management.eu • +49 (0)89 90 13 98 68
John Cullen, Director	john.cullen@eventful-management.eu • +49 (0)89 90 13 98 68

All reports will be treated seriously, investigated promptly and handled confidentially. No person who raises a concern in good faith will suffer any detriment or retaliation as a result.

Breaches of this Code by employees may result in disciplinary action up to and including termination of employment. Breaches by sub-contractors or suppliers may result in termination of their engagement. In either case, where conduct amounts to a criminal offence, the matter will be reported to the competent authorities.

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Director



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Director

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