

Global Supply Chain

Code of Conduct

Non-
Discrimination,
Equality &
Harassment

/ Introduction

Wulff Entre is committed to developing and maintaining a healthy business with the future of our society and the planet in mind.

We hold our suppliers to the same standards of integrity to which we hold ourselves. Therefore, Wulff Entre's suppliers are obligated to implement the principles of the Supplier Code of Conduct across their whole operations. We expect our suppliers to verify compliance by providing information and allowing possible audits. An unethical or illegal act from a supplier may hurt Wulff Entre's reputation in as a premium international exhibition service provider.

Wulff Entre encourages suppliers to continuously develop and improve their operations and to have an open dialogue with us about challenges faced in meeting the standards. Any supplier who does not meet the requirements in this Code of Conduct needs to take corrective actions and show proof of progress. If the supplier is unwilling or unable to carry out corrective actions, Wulff Entre is entitled to terminate the business relationship and any contract(s) with the supplier immediately.

Wulff Entre's suppliers shall follow all applicable local or international laws and regulations, along with the rules from the venue and organizer. In addition to legal requirements and regulations, Wulff Entre's suppliers are expected to work in accordance with high standards of business ethics.

/ Human Rights

Wulff Entre is committed to the principles of the UN Declaration of Human Rights, therefore we expect that our suppliers shall respect and support those rights and make sure they are not complicit in any human rights abuses.

- / To promote a workplace free of discrimination and harassment.
- / Prohibit child labor, forced labor and human trafficking.
- / Provide fair and equitable wages, benefits and other conditions of employment in accordance with local laws and provide all legally mandated benefits. Workers must be paid for overtime as legally required.
- / Provide humane and safe working conditions.
- / All employees shall have the right to associate freely and communicate openly with management regarding working conditions without the fear of harassment, intimidation, penalty, interference or reprisal.

Labor should be freely given and employees should be free to leave the premises of the supplier after completing a standard workday and are free to terminate their employment provided that they give reasonable legal notice to the supplier.

No child younger than 15 years is allowed to work, subject to exceptions allowed by national or international law. Young workers under the age of 18 shall not be employed to work at night or under conditions that are hazardous or unsafe to their physical and mental health and development.

/ Non-Discrimination, Equality & Harassment

Suppliers are expected to provide equal employment opportunities without discrimination. All employees shall be treated equally with respect and dignity. Any form of discrimination in hiring and employment practices is not tolerated.

Wulff Entre seeks to provide a work environment that is free from harassment of any kind and/or any other offensive or disrespectful conduct. Harassment includes unwelcome verbal, visual, physical or other conduct of any kind that creates an intimidating, offensive or hostile work environment. We consider the following to be unacceptable: sexual harassment, racial, ethnic, gender or religious slurs, degrading comments, intimidating or threatening behavior, showing hostility towards others.

Wulff Entre has a zero-tolerance policy for workplace violence. You should never act in a violent or harassing manner or otherwise cause your co-workers to feel uncomfortable, threatened or unsafe in their work environment.

/ Anti-Corruption

Suppliers should work against corruption in all its forms, including extortion and bribery. Suppliers should never pay or accept bribes, or make any payments of money or anything of value to any persons to obtain an illegal business advantage.

The supplier shall not offer gifts to Wulff Entre employees unless the gift is of 1) given in good faith, without expectation of return favors or improper benefit or business advantage; 2) is of nominal value (generally under 75€ or less); 3) is not cash or cash equivalent. Hospitality, such as social events and meals may be offered if there is a legitimate business purpose involved, and the cost is kept within reasonable limits.

Suppliers are expected to avoid all conflicts of interest or situations that might appear to be a potential conflict of interest. We expect our suppliers to conduct their business in a way that is open, transparent and of the highest integrity. Any actual or potential conflict of interest must be reported immediately to Wulff Entre. Conflicts may include:

- / Engaging in activities that compete with, or appear to compete with, our company's interests
- / Let your business decisions be influenced, or appear to be influenced, by personal or family interests or friendships
- / Use Wulff Entre property, information or resources for personal benefit or the benefit of others
- / Work for, provide services to, have a financial interest in, or receive any benefit from a current competitor of Wulff Entre's residing in the Nordic countries

/ Environment, Health & Safety

Suppliers are expected to be proactive with environmental challenges, should have knowledge of the environmental impacts of their operations, shall continuously strive to reduce impacts by creating initiatives to for improvement.

- / Suppliers shall optimize its use and disposal of natural resources and demonstrate sound measures to prevent pollution and generation of solid waste, wastewater and air emissions.
- / Suppliers shall communicate new environmental initiatives with Wulff Entre on an annual basis.

Suppliers are expected to take sufficient actions to secure the safety and healthy working conditions for their employees and to do their utmost to prevent any accidents. Suppliers shall ensure the safe handling, movement, storage and disposal of hazardous materials. Suppliers should work towards reducing the use of hazardous chemicals where possible.

If you work under the influence of drugs or alcohol, you pose an unacceptable safety risk to yourself and others. You are expected to perform your duties free from the influence of any substance that could impair job performance.

/ Business Practices

Wulff Entre will assess its supplier's compliance with this Code of Conduct by asking the supplier to provide relevant information and by conducting audits and reviews of the supplier by Wulff Entre personnel. Wulff Entre believes in cooperation and is willing to work together with suppliers to meet the requirements listed in this Code of Conduct. In case there are issues that are inconsistent with the principles of this Code, the Supplier shall inform Wulff Entre pro-actively.

As an ISO 9001 certified company, we value suppliers that recognize the importance of documentation and record keeping. Suppliers are expected to create accurate records, and not alter any record entry to conceal or misrepresent the underlying transaction represented by it.

Wulff Entre does our utmost to protect confidential information, and we expect our suppliers do the same. We have a separate Non-Disclosure Agreement that must be signed to protect each other's business interests. We expect all Wulff Entre and Wulff Entre's client's confidential information to be secured and protected.

All documents relating to employment relationships shall be available to employees in a language they understand or explained verbally in a language they understand. Supplier must not require employees to make deposits or payments to employers or labor providers to obtain work.

/ Conclusion

If anyone has a reason to believe that any of the aspects listed in this Code of Conduct have been violated, it may be reported in strict confidence by:

- sending an e-mail to [jani.repola \(at\) wulffentre.com](mailto:jani.repola@wulffentre.com);
- or
- sending a letter to Wulff Entre, Whistleblowing Channel, Riihitontuntie 7 C, 02200 Espoo, Finland

The Global Supply Chain Code of Conduct reflects Wulff Entre's values, and is based on principles created from the ten principles of the UN Global Compact. Wulff Entre has been a member of the UN Global Compact initiative since 2019.

Further information can be found: Universal Declaration on Human Rights www.un.org. The 10 principles of the UN Global Compact www.unglobalcompact.org.