

Easyfairs

Global health & safety policy

14 January 2026

1. Introduction

Easyfairs is the organiser of events, trade fairs, consumer fairs, meetings, conferences and exhibitions, bringing communities together to visit the future. Some entities of the Easyfairs group also manage and operate exhibition and event halls and buildings, for own use or for use of third parties, and provide services for those events (such as parking, catering, security, construction, assembly and dismantling of stands, etc).

Easyfairs recognises its duty to ensure the health, safety and welfare at work of all their employees and others who can be affected by their activities, maintaining the fulfilment of their statutory and regulatory health and safety requirements.

2. Purpose

The purpose of this policy is to establish a clear and consistent approach to health and safety ("H&S") across all entities within the Easyfairs group. We are committed to providing a safe and healthy working environment for our employees, contractors, visitors, partners and event participants.

3. Scope

This policy applies to:

- all employees and contractors working for or on behalf of Easyfairs;
- all venues, offices, warehouses and event sites under Easyfairs' operational control; and
- all group owned or organised trade shows, exhibitions and public events.

This policy sets the Easyfairs group's good practices to be applied across regions and business units. Being global and general, this policy does however not override any specific local health and safety policy that would already exist and/or put in place within the group. Each entity of the group is encouraged to adopt relevant health and safety policy in compliance with local laws and needs.

Where national law differs from this policy in a stricter way, the stricter standard shall apply. Should this policy be in breach of any national law in a jurisdiction in which it applies at any time, such national law should have predominance over this policy.

For additional information on how Easyfairs support mental wellbeing and psychosocial safety, please refer to the Easyfairs' Global Inclusion and Belonging Policy.

4. Our commitments

Easyfairs is committed to:

- Complying with all applicable health & safety laws and regulations in each country where we operate;
- Preventing injury and ill health by identifying hazards and managing risks proactively;
- Promoting a culture of shared responsibility for safety at all levels of the organisation;
- Ensuring that health and safety is embedded into event planning and delivery;
- Providing the necessary training, equipment and supervision to ensure safe work practices;
- Monitoring performance and continuously improving our H&S management systems; and
- Supporting mental wellbeing and psychosocial safety as part of overall health.

5. Roles, responsibilities and accountability

Responsibilities are allocated as follows in respect of this policy:

- Board of Directors: sets strategic direction, ensures adequate resources and reviews performance.
- Regional Heads of Operations and Heads of Events, or, if relevant, regional H&S Coordinators: ensure local implementation of the group policy (in specific health and safety regulation and procedures) in line with national legislation, monitor compliance, report incidents to group level.
- Site and Event Managers: carry out risk assessments, manage on-site hazards, coordinate with suppliers, exhibitors and emergency services, report incidents to group level.
- All employees and contractors: have a duty to work safely, report hazards and follow established safety procedures.



6. Good practice standards

The following good practice standards shall be applied, so far as reasonably practicable, at any level of the group. The application of these good practices may however vary depending on (i) local laws and regulations and (ii) the type of events (own event/third party event in Easyfairs' venue) and/or site (own venue/third party venue/office building):

Area	Good practice standards
Risk Management	Venues and events must undergo a documented risk assessment and mitigation plan.
Emergency Planning	Clear procedures and safety rules must be in place for fire, medical, evacuation and crisis scenarios.
Contractor Requirements	All contractors must comply with appropriate H&S requirements.
Training	Staff shall receive sufficient information, instruction, training and supervision to ensure health and safety at work; event-specific briefings shall be organised for on-site teams.
Incident Reporting	All incidents, hazards and near-misses must be recorded and investigated.
Event-Specific Rules	Specific H&S assessments and safety rules must be put in place as required (crowd control, temporary structures, electrical safety, work at height, hazardous goods, etc.).

7. Monitoring, review & report

This policy will be reviewed and updated periodically to ensure its continued relevance and effectiveness. The review will consider changes in applicable legislation, industry best practices, organisational performance and stakeholder feedback. Any necessary updates will be approved by senior management and communicated across the organisation to all head of operations/events, employees, contractors and stakeholders.

In addition, regular audits and spot checks may be carried out to ensure compliance with this policy.

Each regional Head of Operations and Head of Events, or, if relevant, the regional H&S Coordinator is responsible to report any incident to the group level as well as any breach of the policy.

8. Contact information

For any questions with respect to this policy or to report any concerns, please contact Easyfairs ESG team at sustainability@easyfairs.com.

