

Easyfairs

Global inclusion and belonging policy

14 January 2026

1. Introduction

At Easyfairs, we are committed to conducting our business in a manner that promotes equity and ensures inclusion across all aspects of our operations. We recognise the value of diverse perspectives and experiences, and we are dedicated to creating environments in our offices, venues and events where everyone feels respected, represented and empowered to thrive. This policy is formally endorsed by Easyfairs' senior leadership and reflects our long-term ambition to embed Inclusion and Belonging into our culture, operations and relationships.

2. Purpose

The purpose of this policy is to outline Easyfairs' commitment to building an inclusive culture and to provide a framework for promoting fairness, eliminating discrimination and supporting equitable opportunities for all. This policy also aims to raise awareness, guide our actions and ensure all employees and partners understand their role in creating an inclusive workplace.

3. Scope

This policy applies to all Easyfairs employees, contractors, suppliers, partners and any other stakeholders involved in our operations, offices, venues and events across all countries in which we operate. We expect all parties associated with Easyfairs to adhere to these principles and work collaboratively to embrace and support inclusion and belonging. This policy is also integrated from our recruitment, selection and onboarding processes through termination of employment at Easyfairs.

This policy sets the Easyfairs group's good practices to be applied across regions and business units. 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.



4. Definitions

Inclusion: At Easyfairs, inclusion means proactively creating environments across our offices, venues and events where all individuals feel valued, respected and empowered to participate fully. It involves recognising and removing barriers to engagement, ensuring equal access to opportunities and resources, and actively inviting diverse voices into conversations, decision-making and actions.

Belonging: Belonging refers to the sense of connection and acceptance individuals experience when they feel safe, seen and supported as their authentic selves. At Easyfairs, we strive to cultivate a culture where everyone feels they are an integral part of the community, recognised not just for their contributions, but for who they are.

5. Guiding Principles

Easyfairs is guided by internationally recognised frameworks such as:

- The United Nations Universal Declaration of Human Rights
- The International Labour Organization (ILO) Conventions
- The United Nations Guiding Principles on Business and Human Rights
- The United Nations Women's Empowerment Principles
- The United Nations Sustainable Development Goals (SGG).

6. Our commitments

The following key areas outline our inclusion and belonging commitments:

- **Respect for all identities:** We celebrate diversity and are committed to providing a workplace free from discrimination, harassment and bias.
- **Inclusive workplace:** We are committed to providing a safe, enjoyable and inclusive working environment where all employees and all stakeholders are treated with respect and dignity. We aim to attract and retain a diverse range of talents as we recognise the value that differences bring.
- **Equitable access to opportunities:** We promote fairness and equal opportunities in recruitment, promotions and career development opportunities, pay and benefits, training, dismissal, leave and any other aspects of employment regardless of race and ethnic or national origin, gender, gender identity, age, religion or belief, disability, mental or physical condition, pregnancy/maternity, marital status, parental role, sexual orientation or any other protected characteristic.



- **Zero tolerance for harassment and bullying:** We prohibit all forms of harassment and bullying, including verbal, non-verbal, physical, and sexual harassment and any behaviour that creates an intimidating or hostile work environment.
- **Support for work-life balance:** We are committed to promoting flexible working arrangements and practices that respect the diverse needs of our teams and contribute to their wellbeing and productivity.
- **Fair working conditions:** We strive to ensure fair wages, working hours and benefits for our employees and encourage our partners, suppliers and service providers to uphold similar standards with their own employees and suppliers.
- **Stakeholder engagement:** We engage with our employees, suppliers, partners and communities to understand inclusion and belonging related challenges and opportunities, and to shape our approach in a way that reflects their voices.
- **Supply chain responsibility:** We expect our suppliers and business partners to uphold similar Inclusion and Belonging values within their own organisations and value chains. We are committed to conducting due diligence to identify, prevent and mitigate any inclusion and belonging related risks within our supply chains.
- **Compliance and continuous improvement:** Compliance with all relevant inclusion and belonging laws and regulations is essential for Easyfairs as a minimum standard. We continuously assess our performance and seek opportunities to improve our policy and practices.

7. Roles, responsibilities and accountability

This policy is overseen by Easyfairs' senior leadership and supported across departments and regions. Responsibility for its successful implementation is shared at every level and relies on clear roles and shared responsibility across all levels of the organisation. The following roles contribute to the development, execution, evaluation and continuous improvement of our "Inclusion and Belonging" performance:

- **Board of Directors:** oversees the implementation of the "Inclusion and Belonging" strategy, ensures alignment with corporate objectives.
- **Group Head of Sustainability and Customer Experience:** leads the "Inclusion and Belonging" strategy, sets targets and ensures compliance with this policy across the organisation.



- Group Head of Talent: leads the “Inclusion and Belonging” strategy, sets targets, ensures compliance with this policy across the organisation and receives concerns or reports of violation of this policy on a confidential basis.
- Regional Head of Talents: coordinate and support implementation of the “Inclusion and Belonging” initiatives at the regional level, monitor progress, report outcomes and receive concerns or reports of violation of this policy.
- ESG Analyst: collects and analyses social and inclusion related data, supports reporting, and tracks progress and improvement requirements.
- Employees and other stakeholders: adhere to this policy and follow inclusion trainings, respect “Inclusion and Belonging” principles in daily actions, report any concerns or violation and contribute to creating a culture of respect, equity, and inclusion.

We are each responsible for creating a comfortable working environment, free from discrimination, harassment and bullying, where everyone is treated with dignity and respect.

8. Feedback, grievance and sanction mechanism

We are committed to providing a safe, respectful and open environment where individuals feel empowered to speak up. Employees and stakeholders are encouraged to report any concerns or violations of this policy such as discrimination, harassment, or exclusionary practices without fear of retaliation. If the employee does not feel comfortable to report to his/her regional Head of Talent, concerns can be raised confidentially via the Group Head of Talent at hrconfidential@easyfairs.com.

All reports will be taken seriously and investigated promptly. Corrective action will be taken where necessary to uphold this policy and protect those affected. Employees who do not comply with this policy and/or are found to have engaged in discrimination, harassment or bullying, will be subject to appropriate disciplinary action, up to and including termination of employment.

Easyfairs is committed to protecting the privacy and confidentiality of all individuals who raise concerns or complaints under this policy. Personal information will be handled sensitively, shared only on a need-to-know basis and in compliance with applicable data protection laws.

9. Continuous improvement

We are dedicated to continuously improving our “Inclusion and Belonging” approach by regularly reviewing our policies, actions and performance. We provide employees with



trainings and tools to strengthen awareness, challenge bias and embed inclusive practices throughout their roles and including onboarding. Feedback from internal and external stakeholders will guide us in refining our commitments and achieving better outcomes over time. To track our progress, Easyfairs commits to establishing clear, measurable “Inclusion and Belonging” goals and key performance indicators (KPIs). These will be regularly reviewed and reported to ensure accountability and transparency in meeting our inclusion and equity objectives.

10. Review of this policy

This policy will be reviewed 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 employees, suppliers, and stakeholders.

11. Alignment with Global Sustainability Principles

We are proud to be part of the environmentally and socially conscious businesses that support the UN Sustainable Development Goals (SDGs). This policy reflects our commitment to global sustainability by contributing particularly to the following SDGs:

- SDG 4: Quality Education
- SDG 8: Decent Work and Economic Growth
- SDG 10: Reduced Inequalities.

12. Contact information

For any questions with respect to this policy or to report any concerns, please contact Easyfairs Group Head of Talent at hrconfidential@easyfairs.com.

