

Easyfairs Supplier Sustainability Charter

Introduction

At Easyfairs, we believe that sustainability is a shared responsibility.

We are committed to conducting our business with integrity, transparency, and respect for people and the planet. To ensure that our entire value chain reflects these commitments, we expect our suppliers and partners to uphold the following principles in all their activities.

This Charter complements Easyfairs' Code of Business Conduct and specific policies and forms part of our Act for the Future sustainability programme. The Charter will be reviewed and updated periodically to reflect evolving standards and stakeholder expectations.

1. Ethical business practices

Suppliers must:

- Comply with all applicable laws and regulations.
- Conduct business with integrity and engage in fair and transparent competition, prohibiting:
 - Any form of bribery, fraud, or money laundering;
 - Any anti-competitive behaviours including price-fixing arrangements, bid-rigging, market allocation, or any other collusive practices; and
 - Any conflicts of interest.
- Maintain accurate records and transparent reporting.
- Respect confidentiality and protect personal data in line with GDPR and other privacy regulations.

2. Human rights & labour standards

Suppliers must:

- Prohibit all forms of forced labour, child labour and any form of exploitative practices and ensure that all workers work willingly, voluntarily and in compliance with the legal age requirements of the International Labour Organization (ILO) Convention N°138 concerning Minimum Age or the age for completion of compulsory education in the relevant country, whichever is higher.
- Strictly adhere to international labour standards.
- Provide a safe and healthy workplace to their workers and take proactive measures to prevent accidents and occupational hazards.
- Treat all workers with dignity and respect, without discrimination based on gender, ethnicity, religion, age, disability, sexual orientation, or any other protected characteristic.



- Pay fair wages and benefits in line with industry and geographical standards and comply with working hours and rest period regulations.
- Respect employees' rights to freedom of association and collective bargaining.

3. Environmental responsibility

Suppliers are expected to:

- Measure, monitor, and take action to reduce their greenhouse gas emissions, energy use, and waste generation.
- Apply the principles of Reduce, Reuse, Recycle (3R) across their operations.
- Choose sustainable and responsibly sourced materials whenever possible.
- Prevent pollution and minimise emissions to air, water, and soil.
- Contribute to circularity and product longevity through design, repair, and reuse initiatives.
- Progressively decarbonise its value chain and promote resource efficiency.

4. Social impact & community engagement

Suppliers must:

- Respect the rights and well-being of local communities.
- Support diversity, inclusion and equal opportunity in their workforce.
- Encourage local employment, skills development, and community engagement where relevant.
- Promote ethical behaviour throughout their own supply chains.

5. Reporting & continuous improvement

Suppliers must:

- Report any suspected misconduct, unethical behaviour, or breaches of this Charter through Easyfairs' established reporting channels.
- Agree to provide information and evidence upon request to demonstrate compliance with this Charter.
- Cooperate in reasonable assessments, audits, or sustainability reviews. Where necessary, implement corrective actions and commit to continuous improvement in ESG performance.

These principles must be cascaded to their own suppliers and subcontractors.

Commitment

By doing business with Easyfairs, you acknowledge and agree to uphold the principles of this Supplier Sustainability Charter.

We value long-term partnerships built on trust, transparency, and shared progress towards a more sustainable future.

