

WindEurope Events Code of Conduct

WindEurope is committed to delivering events that provide a welcoming, inclusive and respectful environment for all, upholding the highest standards of professional integrity and respect.

This Code of Conduct is based on:

- WindEurope's [core principles](#);
- The ten principles of the [UN Global Compact](#);
- The principles of the [ISO 20121 Sustainable Event Management System](#); and
- Applicable laws and regulations, including competition, anti-bribery, environmental and health & safety rules.

To ensure a positive experience for all, we ask all event attendees, exhibitors, sponsors, speakers, suppliers and staff ("Participants") to adhere to this Code throughout the event.

Fundamental Principles

WindEurope events must be safe, ethical, sustainable and inclusive. All Participants shall:

1. Act with Integrity and Professionalism

- Maintain professional behaviour in all interactions, whether in sessions, side events or networking and other social activities;
- Conduct themselves in a manner that preserves the reputation of WindEurope and the wind energy sector;
- Be transparent in all interactions, avoid conflicts of interest and disclose any potential conflicts promptly.

2. Demonstrate Honest and Ethical Business Conduct

- Refrain from offering, soliciting or accepting bribes, improper payments, favours or inducements;
- Fully comply with EU and national competition and antitrust rules in formal or informal settings;
- Ensure all marketing claims and communications are accurate, substantiated and not misleading.

3. Foster an Accessible, Inclusive and Respectful Environment

WindEurope promotes an environment where all individuals feel valued and safe. Participants shall:

- Treat everyone with dignity, regardless of gender, gender identity, age, race, ethnicity, nationality, disability, religion, sexual orientation or any other protected characteristic;
- Refrain from harassment, bullying, intimidation, discrimination or any form of verbal, physical or visual misconduct;
- Respect personal boundaries;
- Recognise and respect cultural and accessibility needs.

4. Protect Health, Safety and Security

- Adhere to all health & safety rules issued by WindEurope, local authorities and/or the venue;
- Comply with emergency procedures and security protocols of the event;
- Ensure stands, displays and equipment are safe and operated responsibly;
- Report hazards, unsafe conditions or suspicious behaviour immediately.

5. Use resources responsibly

Participants shall support WindEurope's commitment to responsible and sustainable event management by:

- Minimising waste, CO2e emissions and resource use;
- Respecting guidelines on energy, water and waste management;
- Prioritising reusable, recycled or low-impact materials;
- Offering sustainable, inclusive and accessible products and services.

6. Privacy & Data Protection

Participants must comply with EU and national privacy and data protection laws.

This includes:

- Respecting confidentiality and privacy of all attendees;
- Collecting or processing personal data only with appropriate consent and lawful purpose;
- Avoiding unauthorised photography or recording of individuals who have not provided consent.

Compliance & Reporting

Participants observing or experiencing behaviour inconsistent with this Code are encouraged to report it promptly to WindEurope staff (onsite or via email to events@windeurope.org) or venue security for urgent safety concerns.

All reports will be handled sensitively and confidentially.

WindEurope will review all reports in accordance with best-practice governance standards and may take corrective actions, including:

- Issuing a warning;
- Requesting corrective behaviour;
- Revoking event access (without refund);
- Notifying employers, authorities or regulatory bodies where required by law.

Communication

WindEurope Code of Conduct is communicated through multiple channels:

Pre-event communication

- Checkbox acknowledgment in the registration system ("I have read and agree to the Event Code of Conduct")
- Link to full policy in the registration system

- Dedicated webpage
- Security briefing with suppliers, staff
- Staff Handbook

Onsite

- Infopoint
- Event app

Continuous Improvement

WindEurope will review and update this Code annually to enhance ethical, sustainable and inclusive practices across its events.

Acknowledgment

Participation in WindEurope events constitutes acknowledgment and acceptance of this Code. WindEurope expects all Participants to uphold these standards and contribute to a respectful, ethical and sustainable event environment.

If you have any questions or concerns regarding the Code of Conduct, please contact events@windeurope.org