

# 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](mailto: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.

#### **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](mailto:events@windeurope.org)