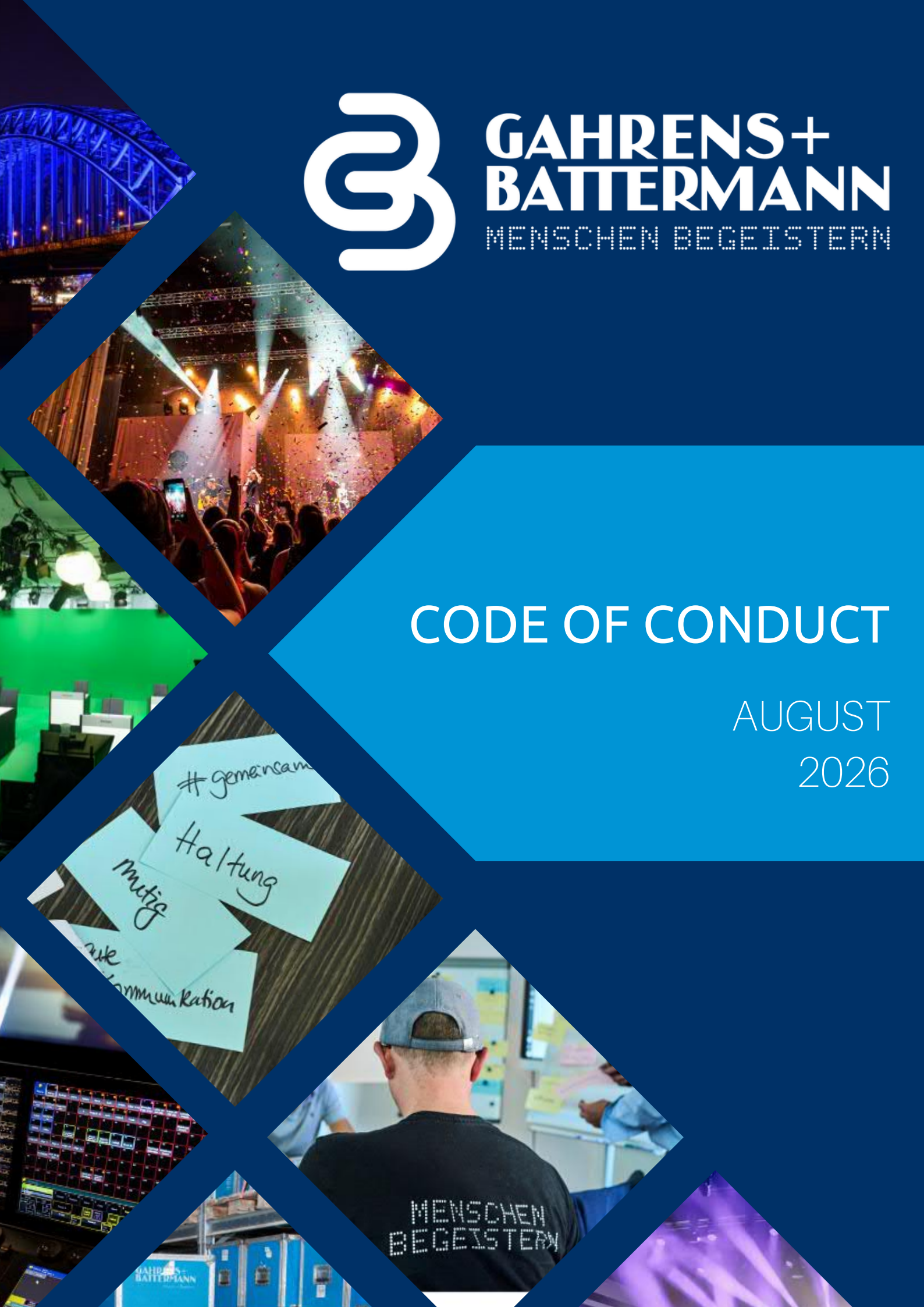




**GAHRENS+
BATTERMANN**
MENSCHEN BEGEISTERN

CODE OF CONDUCT

AUGUST
2026



Code of Conduct

GAHRENS + BATTERMANN GmbH & Co. KG

1. Our Mission

GAHRENS + BATTERMANN is a full-service provider of event technology. For more than 40 years, we have stood for quality, reliability, technical expertise, and collaborative partnerships.

Our commitment goes even further. We aim to ensure our company's long-term sustainability and to combine economic success with responsible business practices.

In doing so, we do not view quality, responsibility, efficiency, digitalization, and the responsible treatment of people and resources as separate from one another. For us, they are integral to professional and long-term successful corporate management.

This Code of Conduct describes the principles that guide our daily actions. It provides a binding framework for decision-making and collaboration within G+B, as well as for our interactions with customers, suppliers, service providers, partners, and other stakeholders.

Our actions are guided in particular by integrity, fairness, responsibility, openness, trust, and respect. These values already formed the foundation of our previous Code of Conduct.

2. Scope and Responsibility

This Code of Conduct applies to all GAHRENS + BATTERMANN locations and business units, as well as to all employees, regardless of their role, position, or level in the organization.

Managers bear a special responsibility. They exemplify the principles of this Code, provide guidance, and support their teams in making responsible decisions.

We also expect suppliers, service providers, and subcontractors to act in compliance with the law, with integrity, and responsibly, and to pay special attention to fundamental social and environmental standards.

Our previous Code already explicitly includes suppliers and subcontractors in this responsibility.

We comply with the laws and regulations applicable to our business activities. Where our own standards go beyond these requirements, we view this as an integral part of responsible corporate governance.

3. Human Rights and Fair Working Conditions

We uphold internationally recognized human rights and respect the dignity of every person.

We do not tolerate forced labor, child labor, human trafficking, or other forms of involuntary labor—neither within G+B nor in the context of our business relationships.

In particular, we are committed to fair and legally compliant working conditions. These include, in particular:

- fair and legally compliant compensation,
- compliance with applicable working hour regulations,
- safe and fair working conditions,
- social benefits provided for by law,
- the right to employee representation, and
- mutual respect.

These principles are already part of our existing Code of Conduct and are being further developed in this version.

4. Diversity, Respect, and Equal Treatment

A respectful and supportive work environment is the foundation of our collaboration.

We do not tolerate discrimination, unfair treatment, harassment, intimidation, or denigration.

No one may be treated unfairly, in particular on the basis of gender or gender identity, age, ethnic or social origin, nationality, religion or worldview, disability, sexual orientation, or other legally protected characteristics.

Decisions regarding hiring, development, training, compensation, and career prospects are based on qualifications, performance, experience, and the requirements of the respective role.

We view diverse perspectives, experiences, and skills as an asset. We aim to create a work environment in which people can contribute, take on responsibility, and develop their abilities.

In doing so, we are continuing to uphold the principles of non-discrimination and equal treatment enshrined in the previous Code in a manner appropriate to the times.

5. Occupational Safety and Health

The safety and health of our employees are a top priority.

In the field of event technology in particular, people work with complex equipment under changing conditions, at various event venues, and sometimes in time-sensitive production situations. Responsible behavior, appropriate safety measures, and clear procedures are therefore essential.

We comply with applicable occupational safety and health regulations and are constantly working to identify and minimize risks at an early stage.

These include, in particular:

- safe work equipment and work environments,
- appropriate training and qualifications,
- compliance with safety regulations,
- prevention of workplace accidents and health risks,
- responsible behavior during setup and teardown as well as during event operations, and
- the continuous improvement of our occupational health and safety processes.

All employees are encouraged to speak up about safety risks and not to ignore unsafe situations. Safety always comes first!

6. Apprenticeships, Dual Degree Programs, and Supporting Young Talent

The future viability of our company depends largely on the people who work at G+B and choose to join our industry.

That is why **GAHRENS + BATTERMANN** places a high priority on apprenticeships and dual study programs.

We want to provide young people with a solid start in the events industry, entrust them with responsibility early on, and offer them opportunities for both professional and personal growth.

We consider apprentices and dual-track students to be full-fledged members of our company. We treat them with respect, support their development, and ensure they receive appropriate professional guidance.

These include, in particular:

- high-quality, hands-on training,
- dual study programs,
- structured mentoring and knowledge transfer,
- continuing education and professional development,
- early involvement in practical tasks and projects, and
- long-term career development opportunities.

Through internal training and professional development programs—including those offered through the **G+B Academy**, we also support the ongoing development of skills within the company.

We view the promotion of young talent not merely as a means of recruiting new employees, but as a responsibility toward the next generation of our industry.

7. Learning, Skills Development, and Participation

Future-readiness requires a willingness to continue developing.

Technologies, customer requirements, work methods, and societal conditions are constantly changing. That is why we promote lifelong learning and the development of new skills.

We aim to share knowledge within the company, make experiences available across all locations, and support employees in their professional and personal development.

At the same time, we want to actively involve employees in the company's further development.

Ideas, feedback, criticism, and suggestions for improvement are expressly encouraged. Different perspectives help us make better decisions and identify trends early on.

8. Environmental and Resource Conservation

The responsible use of energy, materials, and natural resources is an integral part of our corporate responsibility.

Our greatest impact lies where our core business takes place: in the technology we use, our rental fleet, logistics, procurement, and our operational processes.

We are continuously working to reduce energy and resource consumption and to further improve our environmental performance.

In doing so, we pay particular attention:

- energy- and resource-efficient technologies,
- durable products that are as repairable as possible,
- the longest possible service life for our equipment,
- repair and reuse rather than premature replacement, provided it is technically and economically feasible,
- reusable and modular solutions,
- the reduction and proper separation of waste,
- recyclable materials,
- the reduction of avoidable packaging,
- efficient transportation and logistics processes, as well as
- the systematic collection and further development of relevant environmental indicators.

Our current code of conduct already explicitly commits G+B to resource conservation, environmental protection, and the reduction of greenhouse gas emissions.

We are continuing to build on this commitment: Environmental performance should increasingly be evaluated based on verifiable data, concrete measures, and realistic goals.

9. Responsible Procurement and Supply Chain

Quality, cost-effectiveness, technical suitability, safety, and availability continue to form the basis of our procurement decisions.

At the same time, we are increasingly taking environmental and social aspects into account in a systematic manner when selecting products, services, and business partners.

These include, in particular:

- Durability and repairability,
- Reusability,
- Energy and resource efficiency,
- Material selection and recyclability,
- Packaging requirements,
- Transportation routes and regional availability,
- Environmental standards,
- Human and labor rights, and
- Fair labor and social conditions.

Where technically and economically feasible, we prefer to repair, reuse, or refurbish existing solutions rather than make a premature new purchase.

We expect our suppliers, service providers, and subcontractors to act in compliance with the law and with integrity, and to respect fundamental human rights, labor, and environmental standards. This Code of Conduct is an integral part of our Terms and Conditions of Supply and Service.

We are continuously refining our procurement and supply chain requirements.

10. Quality and Continuous Improvement

Quality isn't something that only emerges once an event is underway. It begins with planning, responsibilities, communication, technology, documentation, and processes.

That is why we work to clearly define responsibilities, make processes transparent, and systematically identify opportunities for improvement.

Our goal is the continuous improvement of our quality and management structures.

These include, in particular:

- clearly defined responsibilities,
- transparent processes,

- appropriate documentation,
- systematic analysis of experiences and feedback,
- actions to address deviations, and
- continuous improvement.

Errors and discrepancies should not be concealed. They must be identified, analyzed, and used as opportunities to learn.

We view feedback from our employees, customers, and business partners as an important part of this improvement process.

11. Digitalization and the Responsible Use of New Technologies

For G+B, digital solutions are an essential component of efficient and future-proof processes.

We use digitalization to simplify workflows, increase transparency, make information more readily available, and reduce unnecessary manual processes.

Our guiding principle is this: For us, technology is not an end in itself.

We implement new digital solutions and artificial intelligence applications responsibly, transparently, and in compliance with legal and data protection requirements.

Human responsibility for decisions must not be transferred to technical systems without careful consideration.

When using digital technologies, we pay particular attention to:

- Data protection,
- Information security,
- Confidentiality,
- Data quality and validity,
- Intellectual property protection,
- Appropriate human oversight, and
- Responsible use of automated decisions and generated content.

12. Integrity and Fair Competition

We conduct our business fairly, transparently, and in accordance with applicable competition and antitrust laws.

Agreements or conduct that unduly restrict free and fair competition will not be tolerated.

This includes, in particular, improper agreements regarding:

- Prices or price components,
- Quotes and bids,
- Customers or suppliers,

- Market or geographic divisions, as well as
- other competitively sensitive information.

We treat competitors professionally and fairly and do not gain any business advantages through unfair or illegal methods.

These principles build on the competition rules already included in the previous Code.

13. Anti-Corruption, Gifts, and Conflicts of Interest

We reject any form of corruption, bribery, extortion, embezzlement, or the granting of improper benefits.

Business decisions must not be influenced by personal benefits, nor must they give the impression of such influence.

Gifts, invitations, or other benefits may only be accepted or given if they are appropriate, transparent, legally permissible, and not likely to unduly influence a business decision. We are developing specific guidelines on “Hospitality and Gifts” and provide ongoing training to our employees on this topic.

Cash gifts or similar personal payments are not accepted.

Special legal requirements apply when dealing with public officials.

Personal interests must not conflict with the interests of the company. Actual or potential conflicts of interest must be disclosed early and transparently to the responsible manager or the designated internal office.

No one may use their position at G+B to secure an inappropriate personal advantage for themselves or their associates.

The previous Code of Conduct already expressly rejects corruption, bribery, theft, embezzlement, and extortion.

14. Data Protection, Information Security, and Intellectual Property

Trust is a fundamental pillar of our collaboration with employees, customers, and business partners.

We process personal data exclusively in accordance with applicable data protection regulations and for legitimate business purposes.

We protect confidential information, trade secrets, and non-public information about G+B, our customers, employees, and business partners from unauthorized access, disclosure, and use.

This obligation continues even after the end of an employment or business relationship.

We respect and protect the intellectual property of G+B as well as that of our customers and business partners. This includes, in particular, concepts, trademarks, images, audiovisual content, technical documentation, software, data, presentations, and other business know-how.

All employees are required to handle information, IT systems, and access permissions responsibly and securely.

15. Responsibility Toward Customers and Partners

Our customers and business partners should be able to rely on us.

We communicate transparently, respectfully, and professionally, and do not make any intentionally false or misleading statements about our services, products, or business activities.

This explicitly applies to statements regarding environmental impact, sustainability, and future viability as well.

We communicate progress in a transparent manner and avoid making statements that cannot be supported by appropriate information or data.

We handle agreements and commitments to our customers and business partners with the necessary care.

We view feedback as an opportunity to further develop our services and our collaboration.

16. International Trade and Legal Requirements

In our cross-border business activities, we comply with the applicable legal requirements.

These include, in particular, regulations governing imports and exports, as well as applicable sanctions, embargoes, and other trade restrictions.

Transactions where there are doubts regarding their legal permissibility are reviewed before they are carried out.

This obligation was already part of the previous Code of Conduct.

17. Handling of Company Assets

We handle G+B's property and resources responsibly.

Technical equipment, vehicles, IT systems, work tools, materials, financial resources, and other company property may only be used responsibly and in accordance with the applicable regulations.

Damage, waste, loss, misuse, or unauthorized personal use must be avoided. Grossly negligent or intentional conduct may result in disciplinary action under labor law.

This applies in particular to our rental fleet, which constitutes a significant portion of our operational resources. Careful handling, maintenance, and responsible use help extend the service life of equipment and ensure the efficient use of resources.

18. Comments, Complaints, and Protection Against Discrimination

This Code of Conduct can only be effective if potential violations can be addressed.

Employees are therefore expressly encouraged to report unlawful conduct, violations of this Code, or other serious misconduct.

The reporting channels established at G+B are available for this purpose. The currently valid contact and reporting channels are communicated internally.

Reports will be treated confidentially and with care.

No one may be disadvantaged, intimidated, or otherwise penalized for reporting a potential violation in good faith, asking a question, or assisting in the investigation of a matter.

This protection against retaliation is already expressly provided for in the previous Code.

Deliberately false accusations or the intentional misuse of reporting channels will not be tolerated.

Confirmed violations may result in labor law, contractual, or other legal consequences depending on their severity.

19. Implementation and Further Development

Acting responsibly is not a one-time task.

This Code of Conduct provides the common framework for our daily actions. It is regularly reviewed to ensure it remains up-to-date, effective, and in need of further development.

Supplementary guidelines, work instructions, processes, and management systems provide further detail on specific topics as needed.

Managers and employees share the responsibility for ensuring that the principles described here are put into practice in our day-to-day work.

Our goal is to permanently embed quality, responsibility, efficiency, and sustainability within the company and to make our progress increasingly transparent and measurable.

Inspire people.

Bergisch Gladbach, August 2026

GAHRENS + BATTERMANN GmbH & Co. KG