



## Code of Conduct

Livehouse creates and support client moments, via Audio, Visuals and Technology to with a sustainable future in mind.

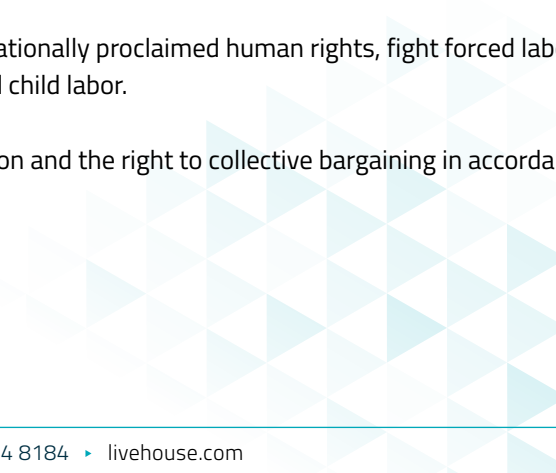
We continuously drive sustainability in events, productions, equipment, and solutions, combining economic success, social responsibility and environmental protection in our business operations and thereby enable our customers to meet current and future needs of society.

We are committed to the principles of “We source responsibly” and want to partner with our clients to further develop their sustainability performance in the supply chain.

We expect our employees, suppliers etc. to fully comply with applicable laws and to adhere to internationally recognized environmental, social, and corporate governance standards (ESG standards).

Livehouse supports, embraces, and enact to the following ESG standards, which are based on the ten principles of the United Nations Global Compact initiative, the United Nations Guiding Principles on Business and Human Rights, the International Labor Organization, Declaration on Fundamental Principles and Rights at Work, FDA, KODA, DS etc.

- Livehouse works to comply with all applicable environmental, health and safety regulations.
- Livehouse promote the safe and environmentally development, manufacturing, transport, use and disposal of products etc.
- Livehouse use different management, event, and other relevant systems to support product quality and safety and to meet the applicable requirements.
- Livehouse protect our employees’ and family life and health, as well as the public at large against hazards inherent in our processes and solution.
- Livehouse provides private insurance and healthcare for all employees.
- Livehouse acts to use resources efficiently, apply energy-efficient and environmentally friendly technologies and reduce waste, as well as emissions to air, water, and soil.
- Livehouse does our best to minimize negative impact on biodiversity, climate change and water scarcity.
- Livehouse support the protection of internationally proclaimed human rights, fight forced labor (including modern slavery and human trafficking) and child labor.
- Livehouse uphold the freedom of association and the right to collective bargaining in accordance with applicable laws.



- Livehouse treat our employees with respect and provide a workplace free of harassment or abuse of any kind, harsh and inhumane treatment, unlawful practices, or discrimination.
- Livehouse enables our employees and other stakeholders to report concerns or potentially unlawful practices at the workplace.
- Livehouse comply with minimum wages and working hours in accordance with local laws and ensure compensation of a living wage according to local living conditions.
- Livehouse abide by all applicable national and international trade laws and regulations including but not limited to antitrust, trade controls, and sanction regimes.
- Livehouse always considers business integrity as the basis of business relationships.
- Livehouse prohibit all types of bribery, corruption, and money laundering.
- Livehouse has a rule to forbid gifts to private or public officials that aim to influence business decisions or otherwise encourage them to act contrary to their obligations.
- Livehouse respect the privacy and confidential information of all employees and business partners as well as protect data and intellectual property from misuse.
- Livehouse lives under the rules of the FSA, and act as insiders at all clients.
- Livehouse has implemented a Compliance Management System, which facilitates compliance with applicable laws, regulations, and standards.
- Ensuring the principles of sustainable development in our supply chain is important to us.

Clients may acknowledge the principles stated above or demonstrate own commitment via compliance with their own code of conduct or company policies that embrace these standards – however Livehouse employees are not allowed to deviate from this CoC.

Livehouse reserves the right to discontinue any relationship for non-adherence to international principles, failure to correct violations, or displaying patterns of non-compliance with these standards.

Should employees or clients have any concerns about illegal or improper conduct, please contact the Livehouse Operations Team HQ at +45 8184 8184.

