

Code of Business Conduct Working With Us

Purpose

Our Suppliers, Contractors, Promoters and Partners play an important role in our business and the success of our owned, co-owned and sanctioned tournaments. This Code sets out the standards of behaviour and commitments we expect your company, employees, workers and sub-contractors to abide by when working with us, and others, on our behalf.

Employees and Workers

Everyone has the right to work in a safe environment; this is important to us. We are committed to promoting a working environment that is free from all forms of discrimination, harassment, bullying and victimisation. These behaviours can damage the health, confidence, morale and performance of our employees and workers who are affected by it, they are not welcome and will not be tolerated by the European Tour group (ETg).

- We adopt a zero-tolerance approach to discrimination, harassment (including sexual harassment), bullying and victimisation of any kind and will take all complaints seriously.
- We believe that a culture of equality, diversity and inclusion supports wellbeing and enables people to work better because they can be themselves and feel that they belong.
- Every employee/worker shall be treated with respect and dignity and has the right to carry out their role without fear of being harassed, discriminated against, bullied and/or victimised.
- No employee/worker shall be subject to any physical, psychological, verbal or sexual abuse.
- All allegations of discrimination, harassment, bullying, and victimisation will be handled sensitively, investigated and dealt with effectively.
- Any Third Party found to have committed or participated in an act of discrimination, harassment, bullying or victimisation, will be subject to action.
- In very serious cases, a criminal offence may have been committed and we may report matters to the police.

It is our expectation that you treat your employees, workers and sub-contractors in accordance with our Code and follow the applicable laws and regulations regarding labour and employment.

Whistleblowing

We hope that you feel you could raise any issues to us, but if you feel that you can't for whatever reason, you should refer to our [Whistleblowing Policy](#).

Date: September 2024