

# CODE OF CONDUCT KOPF & STEINE GMBH

Preamble.

Values.

Agreement.

It's not our sole mission to save the world. But we also don't want to host a party to the worlds end. We're up to the task: in thinking and acting – as company, festival and social actor – we want to make a broad impact for more fairness, diversity, progress and sustainability. This will be a leading principle in all of our processes, aims and criteria of success so that they may represent und fulfill our values. This Code of Conduct is a commitment to these goals - for us as well as for our partners.

Neither our work nor the world is perfect – but together we want to aim for a more sustainable, fairer and better practice. This document and agreement will help us shape that process.

Our reach is significant: each year over 2.000 people work at and for our festivals, we host and entertain over 100.000 visitors – and reach many more. Thus we can make a difference: the way we work, invest and act is a strong lever for change. That's why we want to keep on getting better,

fairer and more progressive; a joint mission with all of our partners.

It's about more than just us: as a cultural enterprise we handle resources as well as people, opportunities and encounters. We aim to build places that enable everybody – visitors, employees, service providers as well as other stakeholders – to enjoy, participate and evolve. That's how we strengthen the openness of society and drive forward a meaningful social, ecological and economical change.

### **Moral Footing**

We aim to act sustainably: this includes social as well as ecological and economical sustainability. We take into account how our actions influence society and environment; now as well as in the future.

We appreciate every person and pay attention to diversity and intersectional awareness.

### **Ecological sustainability and environmental impact**

We are aware of the impacts our festivals have on the environment – that’s why we’re working on minimizing their ecological footprint and maximize our ecological handprint. We’re led by the 17 sustainable development goals put forward by the UN: we minimize emissions, resources used and waste production. Furthermore, we commit to preferential use of environmentally friendly and sustainable solutions, products and services. This choice is a pillar of our mindset; meaning we also stand for those solutions publicly. If you’re interested, you can learn more about our choices and goals in our Manifesto for Sustainability

### **Social Sustainability**

The needs and desires of each person, in present and future, are of fundamental importance to us – so we take these into account in each action of Kopf & Steine. Only as a team we can reach

our goals. That’s why the team itself is the most essential part of our work that is to be constantly appreciated and protected. We want to groom people in our team and give them safety as well as creative freedom.

Of our partners, we expect the same sustainable treatment of employees and service providers: work safety, just and orderly work relationships as well as fair supply chains have to be a given – the same goes for cooperations with third party companies.

Partners have to keep all legal requirements for work safety – meaning shaping work and break times, catering and payment in a fair way. We oppose wage dumping and exploitation of workers and legal loopholes or grey areas; also in further distanced cooperations with third party companies, nationally and globally. As far as we are able, we want to work together with our partners to take responsibility for transparent and fair supply chains and pay attention to shaping every collaboration as responsible and just as possible. A shared mindset and continuous work to make an impact here is fundamental to our interactions with business partners.

### **Awareness**

That's why we develop and refine processes as well as structures that enable us to meet our goals for social sustainability. We put an emphasis on **diversity**, which is to be respected and celebrated at our events and should be considered just as strong outside our events. We aim for Inclusivity in an individual, barrier-free and holistic way so it offers room and opportunity for everyone to partake. We strive for **intersectional awareness**, so we condemn and police any discrimination based on gender, race, class, sexual orientation, age, disability, language, nationality, religion or worldview. Such discrimination and assaulting behavior is not allowed at our festivals or in our work environment. If a person suffers such discrimination, we offer a safe space and help to solve the situation autonomously – our constantly updated event-focused Awareness-Concept details our approach

### **Cultural-societal ambition**

As we develop and realize cultural events, we want to keep the unique charm of our festival venues – thus, we don't support any companies or events that could harm this uniqueness by their content, their work practice or their actions on site. We expect our partners to champion and support a diverse cultural landscape, to take their reach and responsibility serious and act accordingly. Artists and other actors that exhibit anti-democratic, sexist, racist or otherwise discriminating behavior or encourage it have no place at our events.

### **Work culture**

We aim to be as progressive, fair and just in our work and work culture. How we treat each other sets the tone for all of our partners, service providers and visitor. Let's go ahead:

### **Plurality**

Our multitude of opinions, perspectives and backgrounds is our strength: we want to become even more diverse and benefit from the plurality of opinions. To reach this goal, we have to educate ourselves, remove barriers and improve structures.

We profit from open discourse and constructive criticism – so every contribution and opinion is supposed to be welcomed without being prioritized on basis of hierarchy or other factors. We encourage an open, honest and development-focused way of embracing and learning from mistakes. As we all work on the same projects together, we pay attention to each person's wellbeing: only teamwork makes the dream work.

### **Forward-looking**

Without each other, we can't be successful. That's why we aim to treat every person and the team with attention, compassion and care. By designing structures that function fast and adaptable without exploiting people and their work abilities, we build each other up and sustain the freedom of each person.

**Appreciative**

We want to give people all the tools they need not only to function as employees, but to thrive as humans. Therefore, we define responsibilities and roles, restructure and enlarge our HR, offer resources and support in onboarding as well as advanced training. Also in our daily business we organize tasks and responsibilities to structure, categorize and develop the work itself. Payment plays a large role here as well: we strive for transparency and pledge to offer fair wages that mirror our goals concerning gender-sensible and discrimination-free work environments.

**Transparent**

We see each other as equally involved equals and make decisions in a collaborative, democratic and transparent manner. We build structures that enable employee participation and open decision-making; we ground these in our everyday routines.

This Code of Conduct on hand is the fundamental basis of our daily business as well as of our strategic and operational corporate actions. We invite our service providers, suppliers, partners, artists and visitors to organize their individual actions as well as their supply chains accordingly: respecting our standards, human and workers' rights as well as constantly improving every aspect.

As long as you aim for sustainable development, a partial noncompliance is no reason for immediate and final termination of our business relationship. If a holistic observance of this Code of Conduct causes problems (for individuals or in corporate action), we ask for feedback and dialogue: this way, we can find possible adjustments together and react accordingly. But be advised: if we don't find a suitable way together or our values and work habits don't match, this can lead to a termination of collaboration in the long run.

Moving towards a more sustainable future is a big challenge for all of us. Only when we continuously support, exchange ideas and stick together, we can master this task. That's why we want to inspire, excite and appeal to you: let's pave the way for this necessary and fundamental change on all levels together; let's embrace this development energetically, responsibly and full of joy.

By signing this document you ensure to act responsibly and meet the detailed values, principles and conditions. You confirm passing along the information to your employees, service providers and suppliers; also you affirm implementing all mentioned conditions and expectations responsibly.

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Date, Place

Signature

Attached, you can find our manifesto for sustainability. Just like this Code of Conduct it is a work in progress, which we'll continuously adjust and improve. We'll also rework our awareness concept and offer sustainability reports in an effort to realize and refine our data basis. This foundation will help us reaching our goal of a more sustainable future.

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