

**Code of Conduct for Participants and Attendees of the Talent
Arena Event**

November 2025

Human Rights and Non-Discrimination

Talent Arena defends and promotes the enforcement of human rights. No attendee or participant of the Foundation and its affiliates will be subject to discrimination based on race, physical disability, illness, religion, sexual orientation, political opinion, age, nationality, or gender.

Talent Arena expects all people who participate in its activities to always respect and follow the rules of our Code of Conduct. Organizations, customers, exhibitors, sponsors, and all their employees, volunteers, and other representatives are also subject to this Code of Conduct. The goal is to ensure the creation of a safe, welcoming, and inclusive environment for everyone.

Expected Behavior

All participants, attendees, and professionals of the Talent Arena event must act according to criteria of respect, dignity, and justice, considering the cultural sensitivity of each person. Any form of violence, harassment, or abuse, as well as discrimination based on race, religion, age, nationality, gender, or any other personal or social condition unrelated to their merits and capabilities, will not be permitted. Special attention will be given to the labor integration of people with disabilities.

Attendees are encouraged to participate actively, promoting positive collaboration. It is important to respect people's consent regarding interactions and photography, ensuring that everyone always feels comfortable.

Unacceptable Behavior

Talent Arena disapproves of any form of physical, sexual, psychological, or verbal harassment or abuse towards its professionals, attendees, and participants, as well as any other conduct that could create an intimidating, offensive, hostile, or humiliating environment.

Deliberate disruption of presentations, panels or event activities, as well as the distribution of offensive or inappropriate material, is not permitted. Any attempt at unwanted attention, whether through physical or verbal contact, is also prohibited. Talent Arena aims to prevent any behavior, marginalize, or harm attendees and participants.

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Identification and Access Procedure

To ensure the safety of all attendees, participants, and staff, access to Talent Arena will be subject to rigorous controls that maintain a secure and organized environment.

To enter, each attendee must be **above 18 years old** and present a valid form of official identification, such as national ID, passport, or other recognized form of identification. This ID will be verified by security personnel to confirm each person's identity. Entry will not be granted to individuals whose identification does not match the event registration records, and those who refuse to present valid identification will be denied access.

Belongings control and restricted items

The organizers are not responsible for thefts or losses occurring during the event. Talent Arena utilized belongings screening through scanning devices, which all attendees must pass through upon entry. The entry of dangerous items is strictly prohibited, including but not limited to:

- Weapon of any kind or any illegal items.
- Heavy metal objects (bars, blades, tools)
- Glass bottles and metal containers
- Chemical or flammable substances
- Any other items that may be deemed dangerous or inappropriate for the event
- Alcoholic drinks
- Drugs or narcotics
- Walkie-talkies or portable speakers
- Any type of portable chairs
- Handing out flyers or any other printed promotional material is strictly forbidden.

Event re-entry policy

Attendees who wish to exit and then re-enter the event will be required to go through the identification and belongings screening process again.

Sanctions The following behaviors will result in expulsion from the event and notification to the pertinent authorities:

- Physical assaults, whether minor or severe.
- Sexual abuses or assaults, whether minor or severe.
- Theft or robbery.

The commission of these infractions will lead to immediate expulsion from the event and may also result in a ban on participation in future events organized by Talent Arenda, depending on the nature and severity of the misconduct. The imposition of this additional sanction will be determined at the discretion of the security personnel, who will evaluate the seriousness of the infraction.

Social and Environmental Commitment

The social commitment of the Foundation and its affiliates is manifested in the development of sponsorship, patronage, and social action activities, carried out directly or in collaboration with other social agents. Additionally, they commit to minimizing environmental impact during their activities, preserving social and environmental sustainability. In this regard, respect, inclusion, and collaboration with the community are encouraged, inviting attendees to actively participate in sustainable initiatives that contribute to collective well-being and environmental care.

Sustainability

Talent Arena promotes sustainable development, understood as meeting the needs of the present generation without compromising the ability of future generations. , In its internal management and activities, it promotes social, economic, and environmental progress , seeking to generate economic resources to fulfill its mission, while continuously evaluating and improving its practices to minimize social impact.

Reporting System

If you are a victim or witness to behaviour that violates this code of conduct, it is essential to report it promptly and safely. Multiple channels have been established to ensure such reports are handled confidentially and seriously. Attendees can send an directly contact a member of the organizing team.

Reports will be carefully and discreetly investigated, prioritizing the safety and well-being of those involved. The event team will take all necessary measures to ensure that attendees feel safe and always respected.**Grievance Addressing**

If you feel you have been falsely or unfairly accused of violating this Code of Conduct, you should notify us with a concise description of your grievance. Your grievance will be handled in accordance with our existing governance policies.

Policy of taking photos and videos at the event

Talent Arena is a public event, so taking photos and videos with mobile devices is permitted during the event, and attendees are free to share this content on their social media or other online platforms, provided they respect the privacy rights of other participants and do not interfere with the smooth running of the event.

Restrictions

- **Professional equipment:** the use of professional filming equipment is strictly prohibited unless previously agreed upon with the event organizers. Accredited press members are exempt from this restriction and may use such equipment after prior arrangement with the organizers.
- **Respecting Privacy:** Attendees must ensure that they do not record or photograph individuals without their explicit consent, especially in private or sensitive situations
- **Disruption of the Event:** Recording activities should not interfere with presentations, conferences, exhibitions, or any other event activities.