



CODE OF ETHICS OF THE ASSOCIATION OF FINNISH BOOKING AGENCIES AND AGENTS – SUOMEN OHJELMATOIMISTOT JA AGENTIT RY (later The Association of Finnish Booking agencies and agents)

Code of ethics for the Association of Finnish Booking agencies and agent's member companies and as part of the general terms of performance delivery

1. Right to be treated equally

Everyone has a responsibility to ensure in their own work and business that everybody has the same rights to be considered, heard and to participate in the work equally. We do not accept any form of discrimination, racism, harassment or other inappropriate behaviour that offends others. Every person is equal in the industry, regardless of their age, origin, nationality, language, religion, beliefs, opinion, political activity, trade union activity, family relationships, health status, disability, sexual orientation and gender.

2. Duty to behave professionally

Every company and entrepreneur working and operating in the industry has the right to be treated professionally and the obligation to behave professionally. We, members of the Association of the Finnish Booking agencies and agents, always treat our customers, artists, partners, stakeholders and competitors appropriately, accept feedback to improve our operations and respect different opinions.

3. We refuse dishonest cooperation and strive for openness

We do not do business with persons (exercising effective control) who have been banned from business operations or with the companies they represent. In all our activities, we strive for discussion that is as open as possible, saying things as they really are, and produce information based on the principle of openness so that it is easy and comfortable to work with us and we can be trusted.

4. Our goal is for the industry to be safe

Every person working in the industry has the right to safe work and workplace community. In our own activities, we always strive to create a working environment where safety is considered as far as is reasonable and practical, taking into account mandatory occupational safety regulations and provisions.

We actively and constructively see to and intervene in any safety deficiencies we observe at events and in other work environments, and we always stop work that threatens the life or health of an employee or others.

The Association of Finnish Booking agencies and agents offers its member companies and their staff as well as artists a public whistleblowing channel (reporting form for abuses and risks) where possible. The channel is available on the website of the Association of Finnish Booking agencies and agents. The purpose of the channel is to bring development targets in the industry to the attention of the Association of Finnish Booking agencies and agents board in order to develop the industry and improve practices.

We undertake to comply with regulations and international agreements binding on Finland concerning working conditions, terms of employment, human trafficking and the use of child labour.

5. Corruption

A member, employee or subcontractor of the Association of Finnish Booking agencies and agents will not participate in any activity in which bribes or unauthorised payments or benefits are offered to promote business. In all situations where there is a suspicion of a conflict of interests, a discussion should be had with the CEO or senior management of one's own company. Members of the Association of Finnish Booking agencies and agents do not accept or provide gifts that go beyond the normal level of hospitality or sales promotion. All gifts and benefits must comply with the tax authority's current guidelines.

6. Competitors and competition

We also respect our competitors and do not provide false or misleading information about them. Artists moving from one agency to another is part of normal business. Fair competition in the industry is in the interest of the entire field. We comply with national and EU competition legislation in all our activities. We do not share price information or discuss pricing or other topics that are critical to business or prohibited by competition legislation and that limit competition with our competitors. We also do not divide up the market or otherwise limit competition in violation of competition legislation.

7. Environment

We comply with mandatory environmental regulations and provisions in our operations as well as take friendliness to the environment, the principle of sustainable development and energy efficiency into account in our activities and choices.

8. Correctness of information

We always seek to ensure that the information we use and share is correct and verified. Every member of the Association of Finnish Booking agencies and agents undertakes to pass on correct information and not to knowingly provide misleading or false information. We do not modify our invoices with fraudulent intent, and we do not write false certificates or documents that do not correspond to the facts.

9. Sanctioning

A member of the Association of Finnish Booking agencies and agents that does not follow this code of ethics can be dismissed from the Association of Finnish Booking agencies and agent's membership by a decision of the association's board in compliance with the association's rules and the Associations Act. The member that has violated the code must be given a written warning of the violation and an opportunity to rectify the conduct that violates this code before dismissal, unless the violation is such that it cannot be rectified or the violation is so significant that membership can no longer reasonably be expected to continue. A subsidiary that is a member of the Association of Finnish Booking agencies and agents may also be subject to dismissal if the parent or sister company does not follow this code of ethics. The dismissal decision is public.