



## **Genesys Events Code of Conduct**

### **Purpose**

Genesys ("Genesys" or the "Company") is committed to hosting work-related events that provide a positive experience for all attendees and participants. These events are designed to be inclusive, free from discrimination and harassment, and governed by the following Code of Conduct ("Code"). This Code applies to all Genesys events, whether formal, informal, in person or virtual, and extends to all Genesys employees, contractors, customers, trainees, and partners. It operates alongside Genesys' general Code of Conduct, which remains applicable to all aforementioned parties.

### **Scope**

Genesys events aim to be a positive experience for all attendees and participants, regardless of sex, gender, family status, nationality, ethnicity, race, age, body size, cognitive abilities, religion (or lack thereof), or any other protected category under applicable law.

This list is not exhaustive and is intended to include all legally protected categories. This Code covers, but is not limited to, the following types of events ("Events"):

- Company events/conferences
- Forums or workshops
- Parties/celebrations/trips
- Any event that involves Genesys personnel (whether formally hosted or not) with more than one Genesys-affiliated attendee (employee, contractor, customer, partner, trainee, etc.)
- Community service events

### **Expected Conduct During Events**

- Act with professionalism, sensitivity, and respect towards others
- Adhere to any Event-related dress code or attire guidelines
- Foster collaboration when working with others
- Comply with Company policies and be mindful of global differences affecting attendees
- Follow any venue rules and applicable national laws
- Seek permission before photographing or recording other participants
- If alcohol is provided, consume it responsibly and within the legal limit

### **Unacceptable Conduct**

- Offensive, demeaning, discriminatory, derogatory, hostile, or harassing behaviour, jokes, materials, or speech, especially regarding protected categories. Genesys enforces zero tolerance for any such conduct
- Abuse (written, verbal, or physical), including threats, intimidation, use of force, or possession of weapons (unless specifically permitted by the venue)
- Lewd or sexually explicit conduct, language, or contact, including racial, religious, or ethnic slurs
- Sharing of sexual or offensive imagery
- Possession or use of illegal substances
- Supplying illegal substances or alcohol to underage individuals
- Vandalism or property damage
- Excessive alcohol intoxication

### **If You Witness or Experience Unacceptable Conduct**

- Speak up—contact a member of Human Resources, the Genesys management team, or use other channels outlined in the Company's anti-harassment and anti-discrimination policy
- In cases of injury or immediate danger, contact emergency services

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### **Violations of Policy**

Violating this Code constitutes misconduct and may result in disciplinary action, including dismissal, as permitted by applicable law. If you engage in unacceptable conduct at an Event:

- You may be asked to leave and/or banned from future Events
- Disciplinary action may be taken in accordance with Company policy and applicable legal standards, including fair process where required
- Employment may be terminated at Genesys' sole discretion

Nothing in this Code is intended to interfere with or restrict conduct protected by applicable law, collective agreements, or employment rights.

Thank you for contributing to a safe, enjoyable, inclusive environment at Genesys-sponsored events. For questions, please contact: [HR@genesys.com](mailto:HR@genesys.com)