



### **BCI Events Code of Conduct**

The Battery Council International (“BCI”) Events Code of Conduct (“Code of Conduct”) applies to all BCI in-person, virtual, telephonic, or other events. BCI Member companies agree that this Code of Conduct shall apply to their employees when attending BCI Events, and this Code of Conduct is binding on all event participants regardless of their membership status.

BCI strives to create a safe, productive, and welcoming environment that is inclusive and free from discrimination or harassment for all attendees regardless of race, color, national origin, ancestry, cultural identity, religion and religious creed, citizenship, marital status, sex (including pregnancy, childbirth, and related conditions), sexual orientation, gender, gender expression or identity, transgender status, age, physical or mental disability, medical conditions, genetic characteristics and information, veteran or military status, or any other protected categories under applicable law.

This Code of Conduct applies in addition to and does not replace rules posted by BCI event venue owners.

All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, service providers, invited guests, contractors, media, guests of attendees, and all others must abide by the following expectations:

#### **Expected Behavior:**

- Share BCI’s goal to advance the battery industry and the communities which we serve.
- Be mindful of your surroundings, BCI staff, and your fellow participants. Maintain a professional level of courtesy and be considerate of those around you. Be respectful of others and their viewpoints that may be different from your own, embrace a diversity of opinions, and seek to be collaborative with others.
- All participants must have and visibly wear BCI event credentials at all times during event proceedings. Participants may not share registration credentials with any other person(s).
- Promote open competition and comply with antitrust and competition laws by not discussing restraint of trade agreements, prices, pricing policies, terms and conditions of purchase or sale, costs, future company plans, boycotting of customers or products, or any other topics that might be considered anti-competitive behavior.
- Respect and uphold all local, state, national, and international laws.

**Participants shall not engage in inappropriate or unacceptable behavior, including but not limited to:**

- Disruption of presentations or other sessions.
- Payments of bribes or provision of gifts intended to or construed to inappropriately influence

business decisions in violation of anti-corruption and bribery laws.

- Offensive or unwanted behavior or language related to, but not limited to, race, color, national origin, ancestry, cultural identity, religion and religious creed, citizenship, marital status, sex (including pregnancy, childbirth, and related conditions), sexual orientation, gender, gender expression or identity, transgender status, age, physical or mental disability, medical conditions, genetic characteristics and information, veteran or military status, or any other protected categories under applicable law.
- Sexual harassment of any kind, such as unwelcome sexual advances or words/actions of a sexual nature or inappropriate comments or stalking of fellow attendees.
- Physical assault of any kind (including unwelcome touching).
- Wearing inappropriate attire, such as that which includes harmful or offensive language or imagery that is not appropriate for a professional setting. BCI retains the right to determine what constitutes inappropriate attire and may in its discretion provide participants the opportunity to don appropriate attire prior to being removed from an event.
- Abusive action(s) directed at any individual(s), such as threats, intimidation, or bullying, both online and/or in-person.
- Possession of firearms or other weapons - or something that could be construed as a weapon – or any dangerous device.
- The use, abuse, sale, purchase, possession, manufacture, or distribution of any illicit substances at BCI events. BCI expects all event participants to be free from the influence of illegal drugs. The above actions are strictly prohibited and will result in Consequences, as outlined below.
- Any other illegal activity not already covered above.

If you are the subject of, or witness, to any violations of the expectations set forth above, please contact us as soon as possible by sending an email to [info@batteryCouncil.org](mailto:info@batteryCouncil.org). Please remember that notifying BCI does not constitute or replace notification to local law enforcement, when needed.

### **Consequences of Unacceptable Behavior**

Unacceptable behavior or behavior in violation of guidelines set forth in this Code of Conduct will not be tolerated. If a participant is found or reasonably believed to be engaging in unacceptable behavior, BCI may take any action they deem appropriate, up to and including expulsion from the event without warning or refund and/or debarment from future BCI events. Participants asked to stop any behavior in violation of this Code of Conduct are expected to comply promptly.

This Code of Conduct provides general guidelines and cannot cover every possible type of unacceptable behavior. BCI reserves the right to apply corrective action to instances other than the specific examples noted. However, BCI assumes no liability or responsibility for the actions of any participant. If deemed appropriate by BCI, local law enforcement may be involved.

### **General**

BCI reserves the right to change or amend this Code of Conduct in its sole discretion anytime and without prior notice.

The views expressed by any attendee, speaker, exhibitor, or sponsor are not necessarily those of BCI. All attendees, speakers, exhibitors, and sponsors are solely responsible for the content of all individual or corporate presentations, marketing collateral, and/or advertising.

**Statement To Be Displayed on Event Signage**

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**BCI Statement of Mutual Respect**

BCI strives to provide a welcoming environment for participants in its meetings and events. All participants are expected to always treat other participants with respect and dignity and in accordance with the law. Participants shall avoid behavior that violates the law or the BCI Events Code of Conduct, including behaviors towards others that may be unwelcome or may make the recipient uncomfortable.

If you feel unsafe during a BCI event, promptly take appropriate steps such as calling building security or the local police and notify BCI staff. BCI may remove a participant from the event at any time without refund if the participant has failed to abide by the BCI Events Code of Conduct and may prohibit attendance at future BCI events.

*A copy of the BCI Events Code of Conduct is posted on BCI's website, and available upon request.*

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