

MESA CODE OF CONDUCT

With membership comes responsibility and accountability. Our events industry, and this association, is based on supportive relationships and good business practice. To fulfil the standards expected of members, this Code of Conduct is set out to re-enforce this ethos and **all MESA Members are, without exception, required to comply with the following:**

1. Members must display, demonstrate, and represent their products and services in a fair and transparent manner and avoid deceptive, misleading, and unethical practices (which includes all supply-chain partners/contractors).
2. Members must not disparage fellow members in any circumstance or in any format and should support fellow members as much as possible.

Concerns or queries can be channelled through the MESA Director of Membership in the first instance.

3. Members must always conduct their business in a manner which upholds the reputation of the Association itself, and the meeting support industry.
4. Members must give complete respect and confidence to any confidential information which comes into their possession during their membership. This includes during private member calls and discussions, and through mutual clients. The MESA membership itself is based on the values of trust and support with other members.
5. All members acknowledge that any membership payments should be paid in a timely manner within the agreed terms as an essential part of good trading practice within our industry. Therefore, members should understand that regular abuse of terms will potentially result in revocation of MESA membership.
6. Members may not discriminate against other members, partners and planners working with MESA in any way and should adhere to inclusion, equal rights and access to opportunities, no-abuse, and fair pay to employees always.

The MESA Membership Director, with taking advice from the **MESA Advisory Board**, is empowered to enforce this Code of Conduct and to consider any complaint made against a member company, and to act accordingly, including termination of membership. MESA expects its members to be responsible, ethical, and to competitively trade and work in a genuine and transparent manner.