

 astana hub	Internal regulatory document of «International Tech Park of IT startups «Astana Hub» Corporate Fund	Revision 1
<p style="text-align: center;"> NORMS OF ETHICAL CONDUCT FOR PARTICIPANTS OF EVENTS ORGANIZED BY THE «INTERNATIONAL TECH PARK OF IT STARTUPS «ASTANA HUB» CORPORATE FUND </p>		

Application
 to the Order of the General Director of
 «International Tech Park of
 IT startups «Astana Hub»
 Corporate Fund
 Madiev M.D.
 dated «__» _____ 2023 № _____

NORMS
OF ETHICAL CONDUCT FOR PARTICIPANTS OF EVENTS
ORGANIZED BY THE «INTERNATIONAL TECH PARK OF IT
STARTUPS «ASTANA HUB» CORPORATE FUND

Astana city, 2023

1. The «International Tech Park of IT startups «Astana Hub» Corporate Fund (hereinafter - Fund) welcomes the observance of a respectful, safe and business atmosphere at all its corporate events.

2. These rules apply and are to be interpreted solely in the interests of the Fund.

3. Responsible department for compliance with these rules is the Security Service of the Fund, the Office of Events.

4. In order to avoid dangers and to reduce risks, as well as to maintain the professional reputation of events, the **Fund recommends adhering to the following Norms of Conduct:**

- **Respect for others:** all participants of the event are obliged to show respect for opinion, religion, culture, gender, nationality and other characteristics of other participants.

- **Safety and well being:** Participants are obliged to take safety precautions to prevent harm to themselves and others, and to promote a safe atmosphere.

- **Conduct rules:** participants are obliged to follow the rules of the event and the instructions of the organizers. This includes compliance with the start and end times of the event, as well as participating in discussions and activities within the established rules.

- **Prohibition of harassment and insults:** harassment, moral and physical violence, as well as insults are prohibited towards the other participants of the event.

- **Participation in the dialogue:** Participants must respect and constructive behavior when participating in dialogues and panel discussions.

- **Use of technologies:** when using mobile devices and social networks, participants must observe the norms of decency and privacy by avoiding posting inappropriate or offensive content.

- **Compliance with laws:** all actions of the participants of the event must comply with the current laws and regulations of the Republic of Kazakhstan.

- **Responsibility for equipment and property:** participants are obliged to take care of the property of the event and the property of other participants.

- **Conflict resolution:** in the course of conflict situations, participants should strive to resolve disputes amicably, if necessary, they can contact the organizers.

5. In case of non-compliance with the above norms of ethical conduct, the Fund retains the right to take the following measures:

Access limitation:

The introduction of temporary restrictions on participation in future events for persons who have committed violations of ethical norms.

Restricting access to specific events for individuals who have committed serious violations.

Exclusion from the Event:

Taking action to exclude a participant from the current event in case of gross violation of ethical norms.

Prohibition of participation without refund:

Introducing a prohibition on participation in future events for persons excluded due to violations, without the possibility of receiving a refund of the participation fee.

6. The norms apply to all participants and guests of events held by the Found.

7. This document is open and available to all interested parties.

8. These rules are brought to the attention of each participant, guest of the events held by the Found.

9. These norms may be reviewed and changed as necessary at the discretion of the Fund's management.