

KB4-CON EMEA Code of Conduct

Our Expectations

KnowBe4 values collaboration among the community. We are committed to providing a virtual event experience that is harassment-free and an opportunity for all participants to collaborate, learn, participate, and network in an environment that is productive and respectful. We expect participants to act professionally, and to interact and communicate in ways that are appropriate for a professional audience from diverse backgrounds.

Behaviors inconsistent with these expectations include (but are not limited to):

- Harassment, conduct, language, or other action inappropriate for a professional setting that negatively refers to a participant's age, physical or mental disability, race, color, ethnicity or national origin, sex, gender, pregnancy, sexual orientation, gender identity or expression, physical appearance, religious belief, marital status, or military or veteran status.

Harassment & problematic conduct may include offensive verbal or written comments (including through jokes and imagery), sexual images or nudity visible to others, deliberate intimidation, stalking, following, recording, sustained disruption of talks or other events, inappropriate physical or virtual contact and unwelcome sexual attention.

Guidelines for Attendees

For all interactions during KB4-CON EMEA, we expect participants to abide by the event's Code of Conduct to ensure the environment remains productive and respectful. The following guidelines will further help ensure we maintain an inclusive community through our virtual event:

- Be respectful to others.
- Avoid conflicts and arguments.
- Use common sense, kindness, and consideration together with the guidelines outlined.

Enforcement

If a participant engages in behavior that does not comply with the above mentioned expectations, KnowBe4 may take any action that we deem appropriate, including warning the participant, excluding the participant from certain activities, prohibiting the participant from attending future KnowBe4 events, expelling the participant from the event, or referring the matter to local authorities. Participants asked to stop harassing or other unacceptable behavior are expected to comply immediately. If the participant is a KnowBe4 employee, KnowBe4 also reserves the right to take full disciplinary action pursuant to our internal policies.

Please note that while we take all concerns raised seriously, we will use our discretion to determine when and how to follow up on reported incidents, and may decline to take any further action and/or may direct the participant to other resources to address concern.

Reporting an Issue

If you feel that a participant is not adhering to these expectations, please contact the KnowBe4 event team at KB4-CON@knowbe4.com with your name, phone number/contact information and a description of the situation to report a violation of this Code of Conduct.

Thank you for attending and participating in KB4-CON EMEA! We thank you for doing your part to create an environment where all participants can collaborate, learn and network productively!