



EZEKIEL MANAGEMENT

CODE OF CONDUCT

Long Version
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CONTENT

3 1. Introduction

4 2. Terms

6 3. Scope of this Code of Conduct

6 3.1. Personal Scope

7 3.2. Scope of Application

7 3.2.1. Harassment

7 3.2.2. Sexual Harassment

8 3.2.3. Violence

8 3.2.3. Discriminatory Behavior

9 4. Rechtliche Verpflichtungen

10 5. Social Principles of Interaction

11 6. Protection of Affected Persons

11 6.1. Our Approach to Working with Affected Persons

12 6.2. Our Approach to Awareness Work

13 6.2.1. Artist without a Code of Conduct or Awareness Concept

13 6.2.2. Artist with an existing Code of Conduct or Awareness Concept

13 6.2.3. Our Recommendations: Awareness as a shared responsibility

14 7. Our Procedure in Case of Code of Conduct Violations

15 7.1. Reporting Procedure in Case of a Code of Conduct Violations in Connection with an Event

17 7.2. Procedure for other Code of Conduct Violations

19 8. Consequences of a Violation

19 8.1. Decision on Consequences

20 8.2. Consequences

21 9. Contact

1. INTRODUCTION

At Ezekiel Management, we acknowledge and embrace our responsibility for the spaces, relationships, and structures in which we work and grow together every day. This Code of Conduct reflects our shared understanding of how we want to live this responsibility. It is not intended to function as a traditional set of rules or to replace any applicable laws. Rather, it is a living and evolving framework that makes our values visible, offers orientation, and encourages the courage to take responsibility together.

We believe that spaces are never neutral. They are shaped by power dynamics, language, visibility and by everything that remains unsaid or unnoticed. We understand these spaces as socially constructed and therefore open to change and collective shaping.

We therefore name and acknowledge our spaces:

Within our sphere of influence, there are different spaces to which we have varying degrees of access. On one hand, there are those we directly shape internal settings, work environments, events, or communication channels. In these, we actively work to create conditions that are as safe, inclusive, and respectful as possible. We take responsibility through transparent roles and processes, and through a culture that is not only defined in words but can also be felt in practice.

On the other hand, there are spaces shaped primarily by our artists and producers on stage, on tour, in the studio, or in digital environments. Here, too, we see it as our responsibility to share and co-create a collective approach. We support our artists and producers in fostering environments of awareness, respect, and safety, not through control, but through dialogue, reflection, and the ongoing development of a shared ethos. Even in spaces we do not directly influence, we remain present as allies. And we stand by what matters to us: that everyone involved feels as safe, seen, and respected as possible.

This Code of Conduct emerged from a desire to act before something happens to consciously shape spaces from the outset. We don't want to leave human interaction to chance. We aim to bring attention to what is often left unsaid and to challenge familiar structures even when doing so may feel new or uncomfortable. In doing so, we open up new spaces where uncertainty, ambiguity, and contradiction are also allowed to exist.

At Ezekiel Management, we believe in a form of respect that is not conditional, but reciprocal, reflected in collaboration, communication, and the ways we engage with one another. We aim to illuminate blind spots, acknowledge our own conditioning, and protect boundaries.

For us, responsibility also means recognizing that we are not separate from structures, we are part of them. It means being aware of our own positions of power and having the courage to grow into responsibility, rather than delegate it. Above all, responsibility means understanding protection not as an exception, but as a fundamental condition: for everyone who works with us, comes into contact with us and for ourselves.

We are committed to providing safe points of contact for those affected, and to creating the conditions in which they can speak up and, when they are ready, show themselves without fear. We believe that clarity in how we respond helps build trust and that real support comes from developing a reliable, collective approach to conflict and misconduct. But we also believe in the power of prevention and structural measures. In learning through the process, and in the possibility of disrupting familiar patterns. We see ourselves as a learning organization.

We believe that change is possible when we are willing to recognize and release ingrained patterns. Artistic creation, human connection, collective processes none of these can thrive unless dignity, safety, and respect are more than just ideals. They must become lived realities.

2. TERMS

Artist

At Ezekiel Management, the term artist refers to any individual engaged in artistic practice with whom we collaborate as a management team, regardless of genre, medium, format, or level of recognition. Within this Code of Conduct, we understand artists as both co-creators of a respectful, safe, and discrimination-sensitive culture, and as individuals who may themselves require protection, guidance, and support.

Awareness Work

Awareness work refers to all measures aimed at raising awareness, providing protection, and supporting individuals affected by discrimination, violence, or abuse of power. The objective is to create safe and inclusive spaces in which affected persons are taken seriously, responsibility is clearly assigned, and structural change is initiated. Awareness work involves direct support and engagement with affected individuals.

Awareness Concept

An awareness concept outlines how the principles of this Code of Conduct are put into practice, for example at events. It defines procedures, responsibilities, and actions for responding to incidents, and ensures that affected persons receive support on-site. It is primarily directed toward the event team, security staff, and local awareness teams. Ideally, such concepts are developed by the artists themselves for the spaces they shape. Ezekiel Management provides supporting materials to assist in this process.

Affected Person

An affected person is anyone who has experienced harassment, violence, or discriminatory behavior. This individual has the right to support, protection, and fair treatment in accordance with the guidelines of this Code of Conduct. Our approach is centered on the needs of the affected person and focused on solutions. Anyone affected may reach out to the designated contact persons at any time, regardless of whether a specific incident can be clearly named. We listen, take all concerns seriously, and explore appropriate next steps together.

Causing Person

In contrast to a perpetrator acting with intent, a causing person is someone who directly or indirectly contributes to a harmful or problematic situation without necessarily acting deliberately. Nonetheless, their behavior may still have negative consequences that require accountability and resolution.

Code of Conduct

A Code of Conduct is a set of behavioral guidelines and principles that define acceptable and unacceptable conduct within an organization. It is designed to create a safe and respectful environment where all contractors, employees, and collaborators are treated with dignity and fairness. This Code includes measures for the prevention and handling of harassment, violence, and discrimination, and sets out clear procedures for reporting and responding to complaints. As a written reference framework, it forms the foundation for awareness concepts, behavioral standards, and shared values within an organization or event.

Producer

At Ezekiel Management, a producer is anyone involved in the artistic, musical, or technical production of songs, sounds, tracks, or entire releases, whether employed, commissioned, or collaborating on a freelance basis.

Perpetrator

The term perpetrator is used in this Code of Conduct and its associated procedures to describe individuals who actively and deliberately violate the behavioral standards set forth in the Code, and who may also be in breach of criminal law. Such actions result in harm to others.

Staff

Staff in the context of this Code of Conduct refers to all individuals working for or on behalf of Ezekiel Management, regardless of the nature of their employment or contractual arrangement.

3. SCOPE OF THIS CODE OF CONDUCT

3.1. Personal Scope

The rights and obligations set out in this Code of Conduct, as well as its protective function and consequences, apply to all individuals who have direct interaction with Ezekiel Management, as well as to those who are indirectly involved in artistic, organizational, or editorial processes through our artists, or who belong to our audience and fan communities.

Even though fans formally fall outside our direct sphere of influence, we consider them part of our responsibility—especially in situations where they may find themselves vulnerable, such as due to emotional attachment or power imbalances. Their protection matters to us, even if our ability to influence the conditions within these spaces is limited.

We distinguish between spaces in which we have direct influence and those in which we exert indirect

influence through our artists. This distinction is not meant to create separation, but to provide clarity: every person who is part of these structures contributes to shaping these spaces—and should, at the same time, be able to rely on protection, guidance, and approachable points of contact.

1. Spaces with direct influence

In these spaces, we actively design processes, workflows, and working environments. The Code of Conduct applies here as a binding framework for all directly involved individuals. These include, in particular:

- Artists and producers (acting on behalf of the artists) who have a contractual relationship with Ezekiel Management
- Employees of the Ezekiel Management team
- Booking agencies, tour production companies, event agencies, advertising agencies, and creative agencies (within the scope of collaborations or commissioned productions)
- Service providers in areas such as logistics, technology, backline, and tour services that have a direct contractual relationship with Ezekiel Management
- Partners in PR, marketing, and social media who have a direct contractual relationship with Ezekiel Management

Within these settings, the management bears responsibility for creating safe, respectful, and discrimination-sensitive working conditions, for ensuring the capacity to act, and for responding proactively to any violations.

2. Spaces of the Artists & Producers

These spaces and the people within them are primarily shaped by the artists and producers themselves. The management sets clear standards, provides reflective guidance, and makes resources available for awareness, prevention, and intervention.

Groups within this sphere may include, among others:

- Tour crews traveling directly with the artists
- Venue staff (e.g., security, bar staff, on-site awareness personnel)
- Individuals from the artists' close artistic or personal environment
- Concert attendees and fan communities—especially the most vulnerable groups, such as hardcore fans with strong emotional attachment or limited capacity for protection

In these spaces, the management supports the artists in consciously using their platform and in building structures that both provide protection and embody clear values. Artists are encouraged to implement awareness concepts in practice. Ezekiel Management also supports producers in creating studio environments that are as inclusive and safe as possible.

3.2. Scope of Application

This Code of Conduct covers the areas of harassment, violence, and discriminatory behavior, as well as any other form of disrespectful or dehumanizing conduct.

Our understanding of boundary violations, harassment, and (structural) violence is broad and comprehensive. We deliberately set a lower threshold than state law: behavior that is perceived by an individual as intrusive, degrading, or boundary-crossing may already be considered relevant under this Code—even if it does not (yet) meet the criteria of a legal offense.

Our approach is victim-centered: the subjective perception and experience of the affected person are at the core of our response. The goal is to recognize issues early, clarify responsibilities, and strengthen safe structures—rather than only taking action when it is “too late.” In doing so, we create environments in which respectful behavior is the norm, not the exception.

3.2.1. Harassment

Under this Code of Conduct, harassment refers to any form of harassing behavior—verbal, non-verbal, sexualized, or physical. Harassment is a form of discrimination, particularly when it is connected to legally protected characteristics such as gender or gender identity, ethnic origin, religion or belief, age, sexual orientation, or disability.

This includes sexist, racist, homophobic, transphobic, ableist, or otherwise discriminatory or demeaning comments and actions.

Harassment occurs when behavior is directed at a person that violates or aims to violate their dignity and is perceived by the affected person as unwanted, inappropriate, or offensive.

3.2.2. Sexual Harassment

Sexual harassment is harassing behavior that relates to the sexual sphere and violates another person’s dignity or causes discomfort. Such acts can create an unpleasant or even dangerous atmosphere—both in the workplace and in everyday life.

Sexual harassment is explicitly prohibited under both the Equal Treatment Act (GIBG) and criminal law. The Equal Treatment Act protects employees from all forms of sexual harassment in the workplace and ensures that those affected are legally safeguarded. In addition, criminal law penalizes sexual harassment to sanction any unwanted, harassing behavior even in public spaces.

3.2.3. Violence

We understand violence to include both personal and structural forms of violence, explicitly encompassing all of their manifestations.

Personal violence refers to acts of violence directly committed by one or more perpetrators. It may be physical, psychological, or sexualized.

The terms sexualized violence and sexual violence are often used interchangeably but have distinct meanings.

The term sexual violence can be misleading, as it may suggest that such acts are primarily driven by sexuality or sexual motives. Sexualized violence includes all sexual acts committed against a person's will, as defined in the Criminal Code. It is often accompanied by aggression and abuse of power and may involve threats or coercion. In many cases, there is a pre-existing personal or professional relationship between the perpetrator and the affected person.

Structural violence is an indirect form of violence embedded in social, institutional, or systemic structures that hinder individuals in their personal development. We acknowledge that we live in a society with barriers that exclude certain groups from equal participation and, for this reason, explicitly include structural violence within the scope of this Code of Conduct.

We also include epistemic violence—forms of violence embedded in knowledge and language that often remain invisible to those who rarely or never experience discrimination. Classic examples include rejecting gender-inclusive language or using racist, sexist, or antisemitic expressions while claiming they are harmless.

Our understanding of violence is dynamic, meaning it evolves with social and historical contexts. We recognize that both the definition of violence and the level of social awareness around it are constantly changing.

3.2.3. Discriminatory Behavior

Discrimination refers to any form of unjustified and unfair disadvantage or unequal treatment of individuals or groups based on various visible or non-visible external or internal characteristics.

Visible characteristics include, for example, age, gender and gender identity, ethnic origin, or disability. Non-visible characteristics include belief systems, religion (in some cases), or sexual orientation.

Discriminatory behavior encompasses any unjustified and inappropriate conduct toward individuals or groups based on their membership in a social group.

Discrimination may occur in direct or indirect forms:

- Direct discrimination occurs when a person is treated less favorably than another in a comparable situation due to a protected characteristic—such as gender, ethnic origin, religion or belief, age, or sexual orientation.
- Indirect discrimination occurs when apparently neutral provisions, criteria, or practices disproportionately disadvantage individuals with a particular protected characteristic, unless the measure pursues a legitimate aim and the means of achieving it are appropriate and necessary.

Both forms of discrimination are prohibited under the Equal Treatment Act (GIBG) as well as under EU anti-discrimination directives.

Discriminatory behavior is rooted in stereotypes and prejudice and relies on incomplete or biased knowledge about a particular group. Discrimination can occur in various forms—explicit, subtle, structural, or intersectional.

An intersectional approach to discrimination recognizes and considers the overlapping effects of multiple forms of discrimination—such as gender, origin, socioeconomic background, sexual orientation, religion, disability, or other social identities.

An intersectional understanding therefore requires us to take into account the diversity of identities and experiences when analyzing discrimination and injustice. The goal is to understand how different forms of oppression intersect and to take measures that foster fairer and more inclusive societies—ones that acknowledge and address the specific needs and experiences of all people.

4. RECHTLICHE VERPFLICHTUNGEN

In Austria, there are comprehensive legal provisions for the protection against discrimination, violence, and abuse. Central among these is the Equal Treatment Act (GIBG), which prohibits discrimination on the grounds of gender and gender identity, ethnic origin, religion or belief, disability, age, and sexual orientation across various areas of life – in particular in the workplace and in access to goods and services.

This protective framework is supplemented by additional legal regulations such as the Disability Equality Act, the Criminal Code (StGB), and key labor law provisions, including the Civil Code (ABGB), the Labour Constitution Act (ArbVG), and the Occupational Health and Safety Act (ASchG). Of particular importance is the employer's duty of care, which obliges employers to ensure the safety and well-being of their employees – especially with regard to protection from discrimination, harassment, and psychological stress.

This Code of Conduct does not constitute a law but represents what is known as soft law – a voluntarily established, binding self-commitment that, in certain areas, goes beyond the legal minimum standard. It formulates additional behavioral principles, attitudes, and measures that are essential for respectful and discrimination-sensitive interaction within the sphere of Ezekiel Management.

In particular, Section 8 (Consequences of Violations) regulates measures that may be taken internally on the basis of this shared framework of values. These measures do not, of course, replace existing legal provisions but complement them where a clear stance, structured framework, and concrete procedures are helpful and meaningful beyond what is legally required.

Ezekiel Management is committed to complying with all applicable legal provisions. Beyond that, this Code of Conduct serves as an instrument for actively shaping a safe, inclusive, and fair environment for all involved. The Code of Conduct is effective within the framework of a voluntary self-commitment by Ezekiel Management and all affiliated structures.

As soon as an incident falls within the scope of statutory regulations – for example, those under labor law, equal treatment law, or criminal law – the respective legal procedures, rights, and definitions naturally apply. This applies equally to both affected and accused persons. The right to fairness, to be heard, the presumption of innocence, and data protection are explicitly included.

The measures and consequences defined within this Code are therefore to be clearly distinguished from any legal proceedings. Ezekiel Management understands the Code as a cultural and structural instrument that contributes to respectful, discrimination-sensitive, and responsible collaboration – complementing, but not replacing, the existing legal framework.

5. SOCIAL PRINCIPLES OF INTERACTION

These social principles of interaction are jointly developed values and attitudes that operate below the threshold of legal requirements. They are self-imposed commitments and prohibitions that lead to the consequences outlined in Section 8 of this Code of Conduct if violated.

Any form of harassment, discrimination, or violence has no place within the sphere of Ezekiel Management.

Our interactions should be as free as possible from boundary violations, abuse, and misuse of power — in direct encounters as well as in digital spaces, on stage, in the studio, or at events.

We actively take a stand against sexism, racism, antisemitism, classism, ableism, and LGBTIQA+ hostility. In doing so, we explicitly acknowledge the intersectionality of different forms of discrimination. We are aware that multiple and overlapping forms of discrimination can cause particularly deep harm and exclusion — and we act with corresponding sensitivity.

A person's boundaries are non-negotiable. In case of doubt, we ask, we listen, and we act with consent — even when situations feel ambiguous.

Conflicts are not incompatible with a respectful environment and work culture. We see them as a natural part of relationships and development. We address tensions in a solution-oriented and appreciative manner — and, if needed, seek external support when we cannot resolve them internally.

We are committed to a culture of equality, inclusion, diversity, and respect. Every person who works, performs, or participates within the context of Ezekiel Management shares responsibility for creating an environment that is sensitive to discrimination, free from violence, reflective, and based on solidarity — regardless of their role, visibility, or position of power.

No means no. Yes means yes. Maybe does not mean yes. Consent is not a negotiation — it is the foundation of every form of respectful interaction. This applies to physical encounters as well as to communication, closeness, collaboration, and creative processes. When in doubt, we ask. And when we cross a boundary, we take responsibility.

We assess discrimination, harassment, and violence based on the subjective experience of the affected person. We do not dismiss or question others' negative experiences but remain aware of our actions and respond to situations guided by this Code of Conduct — with reflection, openness, and empathy.

6. PROTECTION OF AFFECTED PERSONS

6.1. Our Approach to Working with Affected Persons

For us, solidarity and engagement with affected persons mean: listening seriously, providing clear processes, and ensuring transparent consequences for those responsible or for perpetrators. It means not only reacting to incidents as they occur, but thinking about protection as a structural principle – in the way spaces are designed, power is exercised, and responsibility is defined.

We view the protection of affected persons not as a case-by-case response but as the expression of a structurally anchored mindset. This approach is guided by the principle: the perspective of the affected person is the starting point for action. What matters is not what was “intended,” but what was experienced and what impact an action had. We do not question another person’s perception – we listen, create clarity for action, and jointly determine next steps.

At the same time, we recognize the tension between the high ethical standards that guide our core team and the realities of the scene we work in. This tension can be described as follows: strong idealism and personal integrity often meet structural realities, overextension, and unclear role and power dynamics. A healthy culture of accountability and learning from mistakes is therefore essential, as is an honest balance between aspiration and feasibility. We focus on finding this balance — between protection of affected persons, meaningful consequences, and structural change. Real transformation cannot be achieved through fear, but through learning and willingness to change.

In the reality of our industry, there are numerous risks that Ezekiel Management is acutely aware of. We often encounter spaces where professional and private roles blur — spaces that are not always controllable. Hedonism, artistic freedom, and accountability can easily come into conflict. This makes it all the more important to establish protective structures that offer orientation even in uncertain, fluid, or chaotic situations.

A particular focus lies on power asymmetries and lack of role awareness. Many individuals occupy positions of power without adequate reflection on their influence. In such constellations, agreement can easily be mistaken for true consent — creating a risk that violations or boundary crossings experienced by those in more vulnerable positions may go unrecognized or unaddressed.

Our goal is to develop concrete standards and a shared understanding of these risks – enabling both artistic freedom and clear ethical frameworks. For us, protection also means restoring access to spaces: through physical separation, mediated clarification processes, organizational changes, or personal support. We work together to find ways for affected persons to feel safe again — to move, work, and perform without fear.

6.2. Our Approach to Awareness Work

Ezekiel Management does not directly conduct awareness work at events. We are not an on-site awareness team and do not take on an operational role at concerts, festivals, or club nights. At the same time, we see it as our responsibility to help anchor awareness structures wherever we have the scope to do so.

Our approach is guided by the two spatial levels already described above, which are central to our work:

1. In spaces where we have direct influence, we take active responsibility for establishing contact points and procedures for affected persons.

2. In the spaces of artists and producers, this Code of Conduct formulates a clear stance and serves as a framework for joint reflection on awareness. The concrete design and implementation, however, lie with the artists. We support artists and their crews in developing safe and discrimination-sensitive structures through recommendations, checklists, dialogue opportunities, and guidance in conflict situations.

We see it as part of our responsibility not to delegate awareness, but to understand it as a shared practice – even if we are not directly operational in its implementation. We therefore support artists and teams in designating awareness contacts within their crews, establishing regular check-ins, and developing a shared understanding of consent, boundaries, and responsibility – not only in emergencies but as part of everyday collaboration.

Awareness can only be effective if it is visible and accessible. We therefore ensure that low-threshold, clear information is available on-site, even in cases where an artist does not have their own awareness concept or Code of Conduct, or where no official awareness team is present at the venue.

6.2.1. Artist without a Code of Conduct or Awareness Concept

If an artist represented by Ezekiel Management has not yet developed their own Code of Conduct or awareness concept, Ezekiel Management assumes responsibility for providing a visible minimum structure at each concert.

In such cases, we provide awareness posters that can be visibly displayed at concerts and events.

These posters include:

- A brief statement on the values and stance of Ezekiel Management
- A QR code linking to a central awareness landing page
- Information on protection, respectful interaction, and reporting options
- A note that reports are received and handled confidentially by Ezekiel Management's Awareness Officer

Through these measures, we ensure orientation even where structured points of contact may not be available. Responsibility for handling incidents is exercised within our capacity, with attention to clarity of process, confidentiality, and accountability.

6.2.2. Artist with an existing Code of Conduct or Awareness Concept

If an artist has already developed their own awareness concept or Code of Conduct, we respect and support this framework. In such cases, the responsibility for visibility, communication, and implementation lies with the respective artist or their team.

Ezekiel Management will coordinate with the artist, provide feedback if needed, and offer advisory support during implementation. The management level ensures that the overall stance is aligned and that awareness does not remain symbolic but becomes practically effective.

6.2.3. Our Recommendations: Awareness as a shared responsibility

Ezekiel Management sees itself as a partner in developing respectful and safe working environments for artists and producers. Even though performances, spaces, and production contexts primarily fall under the artists' and producers' responsibility, we as management expect that awareness will not be left to chance.

We therefore strongly encourage our artists to take active measures to promote awareness and safety in their touring and work contexts. We also encourage our producers to design their spaces with care and mindfulness, ensuring a collaborative and respectful atmosphere.

For artists, this specifically means:

- Developing their own awareness concept or Code of Conduct, or aligning with this shared Code of Conduct
- Providing visible information on protection and reporting structures (posters, QR codes, etc.) at concerts
- Designating an awareness contact person within the crew
- Reflecting on power dynamics in professional relationships
- Collaborating with local awareness teams, where applicable

For producers, this specifically means:

- Creating workspaces where everyone feels safe, respected, and seen
Being sensitive to issues of closeness, creative dependencies, and role ambiguity
- Maintaining awareness of one's own power position, especially in relation to young or less experienced artists
- Establishing transparent communication channels, clear expectations, and a professional working atmosphere
- Involving external facilitators or awareness advisors during intensive or long-term production processes, if needed

Ezekiel Management provides materials, templates, and advisory support to assist artists and producers in these efforts. We are aware that not everything can be implemented immediately – but every step contributes to progress.

This recommendation is a core part of our management culture. We address it regularly during onboarding, tour preparation, strategic meetings, and feedback discussions.

7. OUR PROCEDURE IN CASE OF CODE OF CONDUCT VIOLATIONS

In order for our Code of Conduct to be more than a symbolic declaration, clear structures are needed for dealing with violations. This chapter describes how we at Ezekiel Management handle incidents that contradict our jointly defined attitudes and principles.

Our goal is to create a fair and transparent framework, both for affected persons and for those who are confronted with a complaint or an allegation. The procedure described here is guided by the principles of proportionality, transparency, and confidentiality.

Boundary violations, disrespectful behavior, or discriminatory dynamics can occur in various contexts – on and behind the stage, visibly or invisibly, intentionally or unconsciously.

Our aim is to support affected persons with clear procedures, attentive listening, and orientation – without blame-shifting or pressure. Depending on who is affected, who reports, and who is responsible, the options for action, areas of responsibility, and our level of influence as Ezekiel Management differ. With this chapter, we aim to make transparent how we proceed in different constellations – always focusing on the protection of affected persons and on structural learning rather than isolated case logic.

7.1. Reporting Procedure in Case of a Code of Conduct Violations in Connection with an Event

Events are dense social spaces with increased risks where boundaries can be crossed in many ways. Whether you are part of the crew, working on or behind the stage, standing in the audience, or involved professionally on site – you have the right to a respectful and safe environment.

If you experience or observe something during an event that you perceive as inappropriate, violating, or discriminatory, you have several options:

- If there is an awareness team on site, you can contact them directly. These teams operate independently and confidentially.
- If there is no awareness structure on site, an Ezekiel Management poster with a QR code will be displayed. This links to a landing page with information about the Code of Conduct and reporting options.

- You can also report afterwards, for example by email to our Awareness Officer, even if you already contacted an awareness team on site. All contact options can be found on our website.

All reports are treated confidentially. We take your experience seriously, and you decide if and what next steps you would like to take. If you are not directly affected but have witnessed something, you can also report it.

If an alleged violation of the Code of Conduct is reported to Ezekiel Management – whether by an affected person, a third party, or via an anonymous report – we act based on the principles mentioned above. We know that each situation is individual, while at the same time recognizing the overarching, structural issues underlying incidents of abuse.

A report proceeds as follows:

Step 1: How can a report reach us?

It is not always possible to speak up in the moment. Therefore, there are several ways to make a report – including afterwards, in a calm setting and without pressure.

At individual concerts or festival performances, a professional awareness team is often present. In this case, awareness personnel can be approached directly, usually identifiable by specific clothing, info points, or other visible indicators. These structures act independently and according to their own protection concepts.

Even if you already contacted the awareness team on site – or if you did not – you can always contact us later. Sometimes it takes distance, time, or the right person to talk to, and we respect that.

In all cases where no awareness team is present, Ezekiel Management ensures visible information about the reporting process.

Typically, you will find an awareness poster with a QR code that:

- Refers to our Code of Conduct,
- Shows you how to make a report anonymously or by name,
- Assures you that your report will be received and handled confidentially by our Awareness Officer.
- You can also use this channel after the event – the QR code remains active, and the page accessible at any time.
- In addition to the awareness team, there are other reporting options listed on our landing page:
- On the landing page, you will find a simple form to describe your concern – anonymously or with the option for feedback.
- You can also contact our Awareness Officer by email (contact available on the website).
- Indirectly, via crew, tour management, or a trusted person who can forward your report – with or without your name.

All reports are treated confidentially. There is no obligation to speak publicly or to file a formal complaint.

Step 2: Confidential Receipt and Initial Assessment at Ezekiel Management

- Our Awareness Officer receives the report.
- The perspective of the affected person is taken seriously – without judgment or confrontation.
- In an initial conversation, concerns, needs, and possible expectations are clarified.

Step 3: Ensuring Protection and Transparency

- At the request of the affected person, an initial protective measure may be taken within the given possibilities.
- The affected person decides whether and when further steps will be taken. There is no pressure to file a formal complaint.

Step 4: Case Review by the Awareness Officer

- The Awareness Officer reviews and documents the case in light of this Code of Conduct.
- The Awareness Officer provides an assessment of the situation, including possible consequences.
- If she concludes that further review is desired or appears necessary from a responsibility perspective, or if a sensitive situation might arise, she may refer the case to the internal Awareness Committee of Ezekiel Management.
- This Awareness Committee discusses sensitive cases and may involve an external trusted person or moderator if necessary.

Step 5: Conversation and Attempt at Clarification (optional)

- If all parties are willing, a confidential meeting can be offered – facilitated by an external, trained person. The goal is not to force an agreement but to create a safe space for exchange, boundaries, and perspectives.
- The aim is to create space for clarification, responsibility, and, where appropriate, mutual understanding of next steps or possible consequences.
- Participation is voluntary. Each person decides individually whether and how to use this space.
- Each person may bring a trusted companion to the conversation.

Step 6: Consequences & Follow-up Work

- Possible consequences include: required conversations, mandatory training, project-related suspension, structural changes, termination of collaboration, or other measures listed in Section 8.
- Every decision is transparently documented and communicated back to the affected person where possible.

Step 7: Follow-up & Structural Learning

- Upon request, affected persons are referred to other structures for further support (e.g., counseling services).
- Management reviews whether structural changes are needed based on the case (e.g., clearer roles, improved accessibility, additional awareness training).
- The case is included in internal reflection processes – confidentially and without personal details.

7.2. Procedure for other Code of Conduct Violations

Boundary violations and discriminatory behavior do not only occur in visible, public moments. They can also happen outside of concerts – in rehearsal rooms, production settings, studio sessions, digital workspaces, or internal communication. Especially in environments where professional and private roles overlap, and where closeness and creativity intersect with structural dependencies, special attention is required.

If you are affected in such a context or observe something that concerns you, we encourage you to reach out to us. Even if you are unsure whether “it’s serious enough” or “if it even counts”: your perception is valid, and your report is welcome.

If the incident involves someone within Ezekiel Management’s direct sphere of responsibility – for example, a member of the management team, an artist, a producer, or a crew member – our internal structures apply:

- Clear areas of responsibility,
- The option to involve our Awareness Officer,
- The option to consult an external person,
- A joint reflection or clarification process.

If the alleged perpetrator is outside our direct sphere of influence, we will work with you to determine appropriate and feasible next steps. This may include structured feedback, ending a collaboration, or referral to competent external authorities.

We follow these steps:

Step 1: Reporting an Incident

If you are affected or have witnessed an incident, there are several ways to contact us – regardless of your level of involvement. You can:

- Use the online form on our awareness landing page,
- Email our Awareness Officer (contact listed there),
- Or ask a trusted person to forward your report – e.g., crew members, tour management, or colleagues.

All reports are treated confidentially. There is no obligation to make a public statement or file a formal complaint. You alone decide if and how to proceed.

Step 2: Confidential Receipt and Initial Assessment

Our Awareness Officer receives the report – with the utmost care, without premature judgments or confrontation. In the first conversation, your perspective is taken seriously, and we work together to clarify what you need: protection, feedback, conversation, distance, or simply a safe counterpart. Uncertainty or open questions are also welcome.

Step 3: Ensuring Protection and Transparency

If you wish, initial measures can be taken at this stage to provide relief, such as spatial or organizational separation, temporary suspension of collaboration, or anonymization of your report. Nothing happens without your consent.

Step 4: Case Review

If you wish to take further steps – or if the Awareness Officer believes that further review is necessary from a responsibility standpoint – the case will be documented internally and submitted to the Ezekiel Awareness Committee. The committee examines the structural context: which responsibility levels are involved (e.g., artist, management, external partners) and whether further clarification steps are appropriate. If no agreement is reached, an external trusted person or moderator may be involved.

Step 5: Conversation and Attempt at Clarification (optional)

If all parties agree, a moderated conversation can take place, accompanied by an external, trained facilitator. The goal is not reconciliation at all costs, but transparency, clear boundaries, and the opportunity to articulate what happened. Where necessary, consequences are identified or agreed upon. All participants decide together how to prepare for this conversation.

Step 6: Consequences and Follow-up Work

Depending on the situation, different consequences may be applied, such as requirements for conversations or training, structural changes, temporary suspension, or termination of collaboration. We consider not only individual behavior but also the structural context and responsibility levels. All steps are documented and communicated transparently.

Step 7: Follow-up and Structural Learning

At the request of affected persons, we facilitate access to external counseling services. At the same time, each case is an opportunity for internal reflection: Are clearer roles needed? Better accessibility? More training? Every report helps us improve – collectively, reflectively, and in pursuit of a safer environment.

8. CONSEQUENCES OF A VIOLATION

Consequences for violating this Code of Conduct may vary depending on the severity of the incident, individual circumstances, and the wishes of the affected person. We apply a graduated approach.

The levels include, among others:

- A clarifying conversation identifying the issue and offering space for reflection and correction,
- A warning,
- Additional measures as set out below,
- Structural adjustments,
- Preventive actions.

The consequences established within this Code of Conduct are based on the organization's voluntary self-commitment. They are strictly distinct from any labor law, equal treatment law, or criminal law procedures. Once an incident falls within the scope of statutory provisions, the corresponding legal procedures, definitions, and rights apply – both for affected and accused persons.

8.1. Decision on Consequences

Decisions on possible consequences for violations of this Code of Conduct are based on the relevant level of responsibility and whether management has direct or only indirect influence over the persons involved. In all cases, decisions are made not arbitrarily but in a structured, transparent way, and in close consultation with affected persons and relevant parties.

Where Ezekiel Management has direct influence – for example over artists, producers, or internal staff – an immediate examination and response can take place. In such cases, management and, where appropriate, the internal Awareness Committee assume responsibility for reviewing the case and implementing appropriate measures. If internal resolution is not possible or an external perspective appears advisable, external facilitation may be sought.

In constellations where individuals belong to the extended circle of an act – such as band members, tour crews, or other project-based collaborators – and are therefore not directly employed or controlled by management, interventions occur via the respective artist. Consequences can only be communicated and implemented in consultation with and through the primary artist. Management assumes a supporting and mediating role and is available for structured discussions if needed.

For individuals outside the direct sphere of influence – such as promoters, venue staff, audience members, or fans – the principle of indirect responsibility applies. On site, the existing awareness structures and security services are primarily responsible for immediate action. If incidents are reported to Ezekiel Management afterwards, the team assesses, based on its influence, whether further steps are appropriate or possible. In serious cases, supportive measures may be taken – such as assistance with filing police reports or encouraging structural improvements within the relevant environment.

Decisions on consequences are not made schematically but thoughtfully, considering all relevant perspectives, and in the spirit of a discrimination-sensitive practice. The protection of affected persons, structural learning, and responsible action are paramount – always guided by the principles: Who holds power? Who is affected? And how can change be achieved?

8.2. Consequences

Artists (under contract with Ezekiel Management)

- Clarification meeting with management and, if applicable, the artist's or Ezekiel Management's awareness officer
- Reflection process: e.g., moderated discussion, external supervision, training
- Structural requirements: e.g., developing or adapting an awareness concept
- Temporary suspension from live shows or internal formats
- Contractual steps up to and including termination of collaboration in cases of serious or repeated violations

Management Team (Ezekiel Management itself)

- Engagement of an external trusted person or moderator
- Structured internal reflection / supervision
- Measures to clarify roles, power awareness, and accountability

Members of the Tour/Live Crew (technical staff, band, support, etc.)

- Feedback and conversation by the artist or management
- Exclusion from the tour or future collaboration if there is no willingness to change

Producers / External Service Providers

- Direct feedback via artist or management
- Reflection meeting, possibly facilitated by the Awareness Officer
- Exclusion from future collaborations
- Recommendation to artists to discontinue certain partnerships

Promoters or Venues

- Documentation of the incident and feedback by tour crew/artist
- Request for internal follow-up by Ezekiel Management or the artist
- Boycott of future collaborations if structural improvements are not visible

Audience / Fans / Third Parties

Responsibility for behavior among audiences or visitors lies primarily with the promoter, the venue, and – where present – the on-site awareness team. These structures decide on immediate measures such as de-escalation, support, exclusion, or security intervention.

However, if Ezekiel Management receives a report after an event regarding audience behavior – particularly in cases of serious incidents such as sexualized violence, racist assaults, or major boundary violations – we reserve the right, in close coordination with the affected artist, to propose long-term measures. These may include:

- Structural feedback to the promoter or venue,
- Recommendation of bans or additional awareness measures for future events,
- Support with filing a police report,
- Public statement addressing the affected audience.

9. CONTACT

Contact Form on our Website: www.ezekielmgmt.com/awareness-en

Contact and questions: awareness@ezekielmgmt.com

Code of Conduct created with the support of Sophie Rendl

This Code of Conduct is a living document.

It evolves – with you, with us, and with the experiences we share. Your comments, suggestions, and feedback are always welcome. If you have ideas, questions, or notice something: please reach out. Your input helps create a respectful and safe space for everyone.

The responsibility for maintaining and further developing this Code of Conduct lies with the management of Ezekiel Management, in cooperation with Sophie Rendl.

Together, we ensure that awareness work does not stagnate but continues to evolve in line with the realities of people's lives.



EZEKIEL MANAGEMENT

SOCIAL PRINCIPLES

Juli 2025

These social principles of interaction are jointly developed values and attitudes that operate below the threshold of legal requirements. They are self-imposed commitments and prohibitions that lead to the consequences outlined in Section 8 of this Code of Conduct if violated.

Any form of harassment, discrimination, or violence has no place within the sphere of Ezekiel Management.

Our interactions should be as free as possible from boundary violations, abuse, and misuse of power — in direct encounters as well as in digital spaces, on stage, in the studio, or at events.

We actively take a stand against sexism, racism, antisemitism, classism, ableism, and LGBTIQ+ hostility. In doing so, we explicitly acknowledge the intersectionality of different forms of discrimination. We are aware that multiple and overlapping forms of discrimination can cause particularly deep harm and exclusion — and we act with corresponding sensitivity.

A person's boundaries are non-negotiable. In case of doubt, we ask, we listen, and we act with consent — even when situations feel ambiguous.

Conflicts are not incompatible with a respectful environment and work culture. We see them as a natural part of relationships and development. We address tensions in a solution-oriented and appreciative manner — and, if needed, seek external support when we cannot resolve them internally.

We are committed to a culture of equality, inclusion, diversity, and respect. Every person who works, performs, or participates within the context of Ezekiel Management shares responsibility for creating an environment that is sensitive to discrimination, free from violence, reflective, and based on solidarity — regardless of their role, visibility, or position of power.

No means no. Yes means yes. Maybe does not mean yes. Consent is not a negotiation — it is the foundation of every form of respectful interaction. This applies to physical encounters as well as to communication, closeness, collaboration, and creative processes. When in doubt, we ask. And when we cross a boundary, we take responsibility.

We assess discrimination, harassment, and violence based on the subjective experience of the affected person. We do not dismiss or question others' negative experiences but remain aware of our actions and respond to situations guided by this Code of Conduct — with reflection, openness, and empathy.