



ESNS Exchange

Principals for our Code of Conduct

As ESNS Exchange is a leading European Exchanging Programme, we feel the urge to share our thoughts and expressions towards a fairer, more inclusive and sustainable music industry. Therefore, we ask all our participants to support our code of conduct:

- All participants strive to fight discrimination in the music sector and actively promotes equal opportunities and fair remuneration for artists. We create awareness and share good practices among each other to inspire each other to take steps.
- To preserve this strong network of participants, transparency is key. Therefore yearly evaluations with all groups are included in the network. We ask all participants to do the same and share their advice and vision within the network, so everyone can learn and improve within this safe environment.
- Within the network we aim to include the whole of Europe. At the moment we've established a well-spread network throughout Europe and with every open opportunity we aim to represent the diversity of Europe.
- Within all collaborations we do expect an active approach from all participants. If within a period of 2 years, no activity took place, ESNS Exchange will consider a replacement.
- The ESNS line-up will always have a fair/equal gender balance. For all connected festivals, we'd like to suggest working towards a gender balance in their line-up.¹
- ESNS has a dedicated sustainability strategy, aiming for circularity by 2025. We invite all partners to think about similar objectives and recognise that the music sector has a role in addressing and contributing to environmental sustainability and are committed to encouraging the music sector to make positive changes.²

¹ Find more information on gender balance in the music industry at:

<https://www.keychange.eu/>

² For your work on sustainable festivals you may consider connecting with [The GreenDeal Circular Festivals](#) and artists may consider supporting [The Green Rider](#).