



HR Excellence Awards 2025 - Attendance terms & conditions

Thank you for registering to the HR Excellence Awards ceremony evening. The following Terms and Conditions apply to all participants.

Organization

The HR Excellence Awards Belgium is an initiative from ARC Events, a division from the ARC Group srl/bv ('the organizers').

Attendee participation

The organizers have the right, in their sole discretion, to limit or deny access to any individual.

To be eligible for participating, you must:

- Register as an individual participant or be personally invited as a VIP Guest by the organizers or by a Nominee with a personal VIP code that accompanies your VIP invitation
- Not be prohibited as a result of no shows to previous editions of the HR Excellence Awards, or due to inappropriate behavior

Code of Conduct

All guests are required to:

- Maintain a respectful behavior and courteous attitude towards everyone – guests, speakers, artists, venue staff, etc.
- Respect silence periods and quietness when required by the presenters
- Not post fake, irrelevant, obscene or otherwise objectionable content that relates to the HR Excellence Awards
- Not use the HR Excellence Awards name, brand or concept before, during and after the ceremony for commercial, promotional or advertising purposes without prior and written permission from the organizers. The organizers have the right to engage law pursuits towards those who are reported to be soliciting, either directly or indirectly.
- Not post copyrighted content, videos or footage on social networks or websites without prior written permission from the organizers

Anyone engaged in unacceptable behavior like disrespect, demean, discrimination, harassment, abuse, sexism, racism, revisionism, alcoholism, ..., may immediately be expelled from the event by the security service, and afterwards be subject to law pursuits. Inappropriate behaviors should immediately be communicated to the organization or security staff, or reported to the secretariat.

Cancellation Policy

Once registered, we strongly rely on your engagement to participate out of respect for speakers, artists, nominees, other attendees, and organizers.

Cancellations must be notified to those who have invited you as rapidly as possible. In case of no show, your registration to next HR Excellence Awards editions may be refused.

Data & content protection

Usage of guest data and cookies policy are ruled upon the GDPR regulation. Please see specific document.

Images & videos copyrights

Images and videos shown during the ceremony evening are protected by copyrights and the usage is strictly reserved to the organizers upon a licensing agreement with their owners. No single footage showing images or videos, even partly, may be used or shared via social networks or public websites.

Footage and mobile recording devices

The organizers prohibit the use of cameras and mobile recording devices during the ceremony, except for strict personal usage. By attending the ceremony evening, you acknowledge and agree as follows:

1. The organizers may edit and use the footage it captures for marketing and promotional activities. If you appear on a picture, your name and company will never be mentioned or refer to the picture.
2. Due to the prevalence of mobile recording devices in today's world, the organizers disclaim all liability for the capture and usage of your image by other attendees and in any multimedia format.

Security & safety

A security service will verify the entrance of guests to the venue and rooms. Please wear your badge permanently and in a visible way. People without badge won't be allowed to enter the rooms. As punctual resurgences of the Covid19 or other infectious diseases could occur, organizers could limit the number of guests per table, make usage of masks mandatory, ..., if the sanitary authorities require or recommend it.