

Banijay UK Fair Competition Statement

We're strong believers in vigorous and fair competition within the framework of applicable laws and regulations in the UK and the countries in which we do business. We won't enter into any arrangements that would limit competition, either written or verbal, implicit or explicit. For example, price fixing, bid rigging or market sharing.

It is important that we are careful in what we say and do when dealing with, or are in the company of, competitors – particularly when the discussion is commercially sensitive.

Antitrust laws are complex and differ per territory and we should always reach out to our local legal teams for guidance.

High risk scenarios can include but are not limited to:

- Contact with competitors at conferences or trade association meetings
- Partnerships with competitors through joint buying from suppliers or selling to clients
- Long-term exclusive contracts with customers or suppliers

Dos and Don'ts

We should always be careful to:

- Make independent business decisions.
- Take advice from our legal team before entering into joint ventures, acquisition deals or any other co-operation with competitors.
- Be aware of the risks when going to conferences and trade association meetings where competitors are present as well. It may be appropriate to prepare a written agenda before meeting a competitor.
- Be aware if something anti-competitive is being said or done in a meeting or event. In case of concern, we should let other people know that we don't agree, and, if necessary, leave the meeting. Make a written record that we have done so.
- Speak with our legal team about any contact with a competitor that raises a question or doubt.

A simple guide to help you in dealings with competitors

Do not:

- Enter into an agreement (written or verbal) with competitors about:
 - Prices, bids, payment terms or output
 - Dividing customer groups, suppliers, markets, products or territories
 - Excluding customers or suppliers
 - Cost structures, margins or profits
- Discuss such topics with competitors (general conversations around markets, trends or evolutions are permitted)
- Share commercially sensitive information with a competitor, including information about our commercial relationships with customers, suppliers and service providers