

Banijay Entertainment Supplier Code of Conduct

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1. Introduction

Our Suppliers and Business Partners are an extension of Banijay and as such we expect them to uphold our values, we are committed to operating with integrity and in accordance with applicable laws and regulations. We have created a Code of Conduct for Suppliers and Business Partners, which outlines the standards we expect from all our Suppliers and Business Partners that do business with us.

We use the term Supplier to identify any firm or individual that provides products, staffing, or services to us, including its personnel, subcontractors and agents. Business Partner refers to any other entity that has a business partnership with us.

By doing business with us or acting on our behalf, our Suppliers and Business Partners play an important role in our business and we expect you, including your workers and subcontractors, to act ethically and share in the commitments in our Code, abiding by them and other policies that we may apply to Suppliers and Business Partners as you interact with us or act on our behalf. Specifically, we expect you to operate in compliance with applicable laws and regulations in connection with your provision of products, staffing or services to or for our Company. By performing work for and on behalf of the Company, you acknowledge that you will conduct yourself in accordance with this Code and its requirements.

Where this Code sets higher standards than may be legally required, we expect Suppliers and Business Partners to adhere to our standards. This supplements, but does not supersede, any contract with us.

You must take appropriate steps to ensure that the principles in this Code are communicated to your workers and throughout your own supply chain.

Banijay recognises that its Suppliers may not immediately be able to achieve all the standards laid out in this Policy. However, we are willing to engage with Suppliers who:

- are able to meet the Banijay basic requirements; and
- commit to a due diligence-based approach to understanding the impacts of their business activities on labour rights and human rights, and the environment
- are able to demonstrate a responsible and transparent approach to their working and general practices; and
- demonstrate a clear and ongoing commitment to improving ethical and environmental standards beyond the core requirements.

2. Treat People Fairly and with Respect

We expect you to share our commitment to treating workers with dignity, to employ them on the basis of their ability to do the job and not on the basis of their personal characteristics or beliefs, and treat them fairly and in accordance with applicable laws and regulations regarding labour and employment.

- **No Discrimination or Harassment.** Provide and foster an inclusive and non-discriminatory working environment where all workers are treated with respect and dignity. This includes prohibiting any form of harassment or discrimination based on an individual's race, ethnicity, sex, sexual orientation, gender identity or expression, religion, age, marital status, national origin, ancestry, pregnancy or maternity, medical condition, physical or mental disability, or any trait or status that is protected by law (which may vary from country to country). We will not tolerate any conduct by a Supplier or Business Partner's workers or representatives that is discriminatory, harassing, offensive, abusive, threatening or retaliatory, or otherwise inconsistent with a respectful workplace.
- **Prevention of Forced Labour and Human Trafficking.** Ensure that all labour is voluntary and that no abusive, exploitative or illegal conditions exist in your hiring or other human resources practices. Do not support or engage in forced labour, including but not limited to human trafficking; take steps to recruit responsibly and hold your agents and recruiters to the same standards.
- Do not impose unreasonable restrictions on your workers' freedom of movement from or within or outside the workplace, including impeding their ability to exit your facilities and do not withhold workers', government-issued identification or travel documents. Workers should not be charged any fees or costs for being recruited and must not be prevented from or charged for obtaining any sum owed to them.
- All workers shall meet the applicable legal minimum age requirements or be at least 16 years of age, whichever is greater. Do not allow young workers (as defined in local law) to undertake night work, overtime, or any hazardous work.
- Cultivate diversity by supporting diverse businesses and providing them with fair opportunities to bid and acquire contracts.
- Employ workers who have the legal right to work in the host jurisdiction, including reviewing relevant documentation as appropriate.
- Follow applicable local laws and regulations governing the rights of workers to form and join worker organisations.
- Pay your workers in a timely manner and provide compensation required by law and/or contract.
- Implement appropriate procedures, controls and safeguards to provide a safe, secure and healthy working environment to your workers and subcontractors, as well as the members

of the public in communities where you operate. Ensure that you are meeting applicable legal requirements and best practices and that your workers are provided with relevant training and are consulted as appropriate on health and safety procedures.

3. Conduct Your Business Lawfully and with Integrity

We expect you to carry out your business honestly and ethically and operate in full compliance with applicable laws and regulations in the countries and jurisdictions in which you operate.

- **Compliance with Laws.** Comply with applicable laws and regulations within the jurisdictions where you operate, including antitrust or competition laws, laws relating to working with governments, anti-money laundering and anti-tax evasion laws and treaties and regulations in connection with international trade.
- **Insider Trading.** Do not buy or sell securities when in possession of material, non-public information and do not share such information with others for any improper purpose.
- **Conflicts of Interest.** Avoid any situation that may involve a conflict of interest. Do not use our information for a personal benefit or to promote a competing business or activity. Disclose to us any actual, potential, or perceived conflicts of interest with the work you do for us resulting from personal or business relationships with us and our employees, customers, Suppliers and Business Partners, or our competitors.
- **Anti-Bribery/Anti-Corruption Laws.** Prohibit all forms of bribery and corruption by you or anyone acting on your behalf and abide by applicable anti-corruption laws and regulations. Do not seek to influence anyone, directly or indirectly (through a third party), through bribes or kickbacks or any other improper or unethical means, or in a manner that could compromise Banijay's reputation and values. All gifts and business entertainment involving our Company must be: offered or accepted with a valid business purpose; prudent and reasonable by local and industry standards; proper in appearance and without risk of embarrassment or harm to our reputation; and in compliance with the law. Never provide, on our behalf, any gift or business entertainment to any government official regardless of the amount, or make contributions to any political party, official or candidate in connection with work that you do for us, unless we provide advance written approval.
- **Maintain books and records that accurately and completely reflect all transactions related to your business with us.** Never make any entry in your books and records or alter, conceal or destroy any document to misrepresent any fact, circumstance or transaction. We expect you to ensure you have appropriate authorisation for each order or requisition and maintain appropriate supporting documentation.

4. Protect and Respect Privacy, Information and Property

We expect you to safeguard and only make proper use of information or assets that we share with you and abide by all information protection and privacy laws that apply to your relationship with us.

- **Protect Our Intellectual Property and Other Assets.** Safeguard our intellectual property (e.g. our brands, trademarks, know-how, inventions, patents, content and other copyrighted materials, trade secrets, strategies, computer programmes and media properties, including websites and apps) from unauthorised access, theft, waste, cyber-related attack, misuse, unauthorised distribution, or other type of loss. Technology assets, email systems and information assets and customer relationships, are the Company's property and should be used for Company-related business purposes only.
- **Maintain Secure Systems.** Implement and maintain appropriate physical, technical and organisational measures to ensure the security, confidentiality, integrity and availability, of your systems, processes and services and securely maintain the data you receive from or access from us or hold on our behalf.
- **Respect Privacy.** Share our commitment to protect and respect the privacy rights of our employees, customers, Suppliers, and Business Partners and handle their information with care. We are subject to many laws and regulations that govern the collection and use of personal information. If we share personal or proprietary information with you about us or our customers or other third parties, or allow you to access it, you must handle and use it in compliance with applicable privacy laws and the terms of your contract with us. You must also ensure that only authorised personnel are allowed to access our information, and you must not disclose our information to any third party without our authorisation, unless required by law. You must immediately notify your main contact at the Company if any information we provided or have given you access to has been, or is suspected to have been, lost, stolen or inappropriately accessed, used or disclosed.
- **Business Continuity.** Assess the risk of potential emergencies and other disaster events and implement appropriate plans and response procedures that would minimise an event's impact on your business, including service assurance and recovery plans for products and/or services that you provide to us, as required by us.

5. Respect the Environment

We believe in protecting the environment where we live and work so that we have a sustainable planet now and in the future. That's why we at Banijay will be making our own carbon commitments and, to meet our goals, are focused on sourcing renewable and clean energy, improving energy efficiency and measuring and reporting emissions.

We similarly expect our Suppliers and Business Partners to operate in an environmentally responsible and efficient manner and comply with applicable environmental laws and regulations. We ask our Suppliers and Business Partners to support each of our relevant initiatives and provide relevant reporting on progress if requested.

- **Sustainable Business Practices.** At a minimum, conduct your operations in a manner that makes reasonable efforts to meet industry best practices and standards to minimise the impact on the environment. Mitigate and manage your impact on natural resources, emissions and discharges of pollutants and other environmental effects that may arise from your business operations, including your work on new or modified products for us.
- **Environmental Permits and Reporting.** Obtain, keep current and comply with all required environmental permitting rules and reporting requirements applicable to your operations.
- **Responsible Sourcing of Materials.** Source product materials responsibly, develop more efficient and sustainable packaging for those products and minimise or eliminate the use of hazardous substances in products provisioned to us – and if your product does contain hazardous materials or conflict minerals, you must adhere to applicable laws and regulations, including regarding labelling. Upon request, you must also support any effort by us to identify the type, origin and chain-of-custody of materials used in the manufacture of products.

6. Ask Questions and Report Concerns

If you have a question or concern about compliance with any provision in this Code, we encourage you to work with your main contact at the Company to get the answers you need to comply. If you have a concern about potential illegal or unethical conduct in connection with your relationship with us, please report it to your contact or you can contact Banijay Speak UP, speakup.banijay.com.

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