

Supplier Code of Conduct

Intero Integrity Services (worldwide)

INTRODUCTION

Our Suppliers are an extension of Intero and as such we expect them to uphold our values and reputation. We have created a Supplier Code of Conduct, which outlines the standards and provisions we expect from all our Suppliers 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 and any other company that has a business partnership with us.

By performing work for and on behalf of Intero, Suppliers agree to conduct themselves in accordance with this Supplier Code of Conduct and its requirements. Where this Supplier Code of Conduct sets higher standards than may be legally required, we expect Suppliers to adhere to our standards. This supplements, but does not supersede, any contract with us.

Suppliers must take appropriate steps to ensure that the principles in this Supplier Code of Conduct are communicated to workers and throughout Suppliers' own supply chain.

We expect Suppliers to monitor their compliance with this Supplier Code of Conduct on an ongoing basis. Also, we expect Suppliers to provide Intero with relevant information documentation to verify compliance with the Supplier Code of Conduct, if so requested by Intero. If a Supplier fails to comply with the standards and provisions set out in this Supplier Code of Conduct, Intero may have to review and potentially terminate the co-operation with a Supplier.

CULTURE

We expect Suppliers 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 labor and employment.

- **No Discrimination or Harassment:** Foster an inclusive workplace where all workers are treated with respect and dignity. Prohibit harassment or discrimination based on traits protected by law, such as race, gender, religion, age, disability, or other statuses. Ensure that conduct by workers or representatives is free from discrimination, harassment, abuse, threats, or retaliation.
- **Voluntary Labor:** Ensure all labor is voluntary and free from abuse, exploitation, or illegal conditions. Avoid forced labor, including human trafficking, and require responsible recruitment practices from agents and recruiters.
- **Worker Freedom:** Do not impose unreasonable movement restrictions or withhold identification or travel documents. Workers must not be charged recruitment fees or denied owed wages.
- **Child Labor:** Employ workers who meet the legal minimum age (at least 16). Do not allow young workers to engage in hazardous, night, or overtime work.

- **Diversity:** Support diverse businesses by providing fair opportunities for contracts.
- **Legal Employment:** Employ workers legally eligible to work in the jurisdiction and verify relevant documentation.
- **Worker Organizations:** Respect workers' rights to form and join organizations per local laws.
- **Fair Compensation:** Pay workers promptly, including lawful wages, overtime, and benefits, while adhering to legal limits on working hours. Avoid forced overtime or unfair pay deductions.
- **Health and Safety:** Maintain a safe and healthy working environment by implementing legal and best-practice standards. This also means compliance with applicable Quality, Health, Safety and Environment (QHSE) laws as this is of paramount importance for the continuity and future of Intero. Provide relevant training and consult workers on safety procedures.

DEALINGS WITH THIRD PARTIES

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

- **Anti-Bribery and Corruption:** Prohibit all forms of bribery and corruption and comply with anti-corruption laws. Avoid influencing others through bribes, kickbacks, or unethical means that could harm Banijay's reputation. Gifts and business entertainment must serve a valid business purpose, align with local standards, appear proper, and comply with the law. Do not provide gifts or entertainment to government officials or make political contributions on Intero's behalf without prior written approval.
- **Compliance with Laws:** Adhere to all applicable laws and regulations, including antitrust, government-related, anti-money laundering, sanctions, anti-tax evasion, and international trade laws within your operating jurisdictions.
- **Conflicts of Interest:** Avoid conflicts of interest and do not use our information for personal gain or competing activities. Disclose any actual, potential, or perceived conflicts arising from relationships with our employees, customers, Suppliers, Business Partners, or competitors.
- **Respect Privacy:** Protect the privacy of your employees, customers, suppliers, and business partners. Handle personal and proprietary information responsibly, in compliance with privacy laws and your contract terms. Limit access to authorized personnel and do not share our information without authorization unless legally required. Notify us immediately of any suspected loss, theft, or unauthorized access or disclosure of our information.
- **Protect Information:** We expect our Suppliers to protect confidential information from unauthorized disclosure or misuse. Protecting sensitive company information and property shall be a key responsibility for all Suppliers' staff members.

RESPECT THE ENVIRONMENT

Protect the environment through sustainable practices, renewable energy use, and emission reduction. Suppliers must:

- **Sustainable Practices:** Minimize environmental impact by adhering to industry best practices and managing natural resources, emissions, and pollutants.
- **Permits and Reporting:** Maintain required environmental permits and comply with reporting rules.
- **Responsible Sourcing:** Source materials sustainably, reduce hazardous substances, and comply with applicable laws on labeling and conflict minerals. Support efforts to trace material origins and chain-of-custody when requested.

SPEAKING UP

Suppliers shall ensure that there are appropriate routines in place for whistleblowing in relation to the undertakings of the Suppliers. The Suppliers are to ensure that reporting is conducted in a justifiable manner. The Suppliers are to ensure that no reprisal shall be taken against anyone for raising concerns in good faith.

BREACHES OF THE SUPPLIER CODE OF CONDUCT

Intero is entitled to determine sanctions against breaches of the Supplier Code of Conduct. In the event that Intero determines that the Supplier has engaged in behavior in violation of the Supplier Code of Conduct, Intero will consider taking appropriate remedial action, including but not limited to immediate discharge from contractual obligation with the Supplier. Concerns about possible breaches of the Supplier Code of Conduct should be reported to Intero immediately, and may be raised verbally or in writing, in accordance with the at all-time applicable whistleblowing guidelines.