

Supplier Code of Conduct

PREAMBLE

Dailymotion has established a Supplier Code of Conduct as part of its commitment to maintaining transparent, responsible, and ethical relationships with our business partners. This Code outlines key principles in alignment with the Group Canal+ Sustainable Purchasing Policy, to which Dailymotion adheres, and is an integral part of Dailymotion's compliance program.

By establishing these principles, we aim to promote a collaboration that respects human rights, the environment, and good professional practices. We require our suppliers and their subcontractors to fully comply with the laws and regulations in force in the countries where they operate. Furthermore, they must commit to collaborating with Dailymotion to implement the principles of its compliance program and its CSR commitments, taking corrective actions when necessary to ensure continuous improvement.

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The supplier commits to respecting the following ethical principles and best practices to ensure a respectful, secure, and sustainable working environment within the framework of our business relationship.

1. Respect for Human Rights and Working Conditions

- **Child Labor and Forced Labor**

The supplier commits to not using child labor by adhering to the legal minimum age requirements (except in strictly regulated cases in accordance with ILO Convention 138). The supplier also commits to prohibiting any form of forced, compulsory, or clandestine labor, as well as modern slavery, in compliance with international standards.

- **Discrimination and Harassment**

The supplier commits to not tolerating any form of discrimination based on gender, age, race, religion, sexual orientation, health status, or any other discriminatory criteria recognized by French law. Harassment in all its forms (physical, mental, sexual) is also strictly prohibited. The supplier also commits to not treating migrant workers less favorably and to respecting international law.

- **Health and Safety**

The supplier commits to guaranteeing the safety and health of workers by ensuring that working conditions comply with legal and international safety and well-being standards.

- **Working Conditions and Compensation**

The supplier commits to providing reasonable working hours, fair compensation, and sufficient wages to meet workers' basic needs, in accordance with local and international laws.

- **Freedom of Association and Collective Bargaining**

The supplier commits to respecting workers' freedom of association and their right to collective bargaining. It commits to not obstructing the creation or activities of trade unions or other forms of representation.

2. Ethical Practices and Compliance

- **Anti-Corruption**

The supplier commits to actively contributing to the fight against corruption and influence peddling in all its activities and relationships with its own suppliers and subcontractors. The supplier agrees to comply with all national and international regulations regarding anti-corruption. The supplier also commits to disclosing any conflicts of interest that may arise between the two companies to Dailymotion.

- **Compliance with Economic laws**

The supplier commits to complying with all laws regarding economic offenses, including those related to money laundering and terrorist financing. The supplier agrees to fully comply with all applicable international sanctions and to refrain from engaging in transactions or activities that violate these sanctions within the scope of the business relationship.

- **Respect of Competition Laws**

The supplier commits to promoting free competition and not engaging in anti-competitive practices such as price fixing or cartels.

3. Environmental Commitment

- **Environmental Protection**

The supplier commits to complying with all environmental regulations and implementing measures to prevent and reduce the environmental impact of its activities. This includes natural resource management, reducing pollutant emissions, and sustainable waste management.

- **Continuous Improvement**

The supplier commits to seeking and implementing more environmentally friendly solutions and continuously improving its sustainability practices.

4. Management of Supplier and subcontractors

The supplier commits to ensuring that its own suppliers and subcontractors also adhere to the principles outlined in this Code of Conduct. Audits may be conducted to verify compliance with these commitments.

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The supplier commits to adhering to this Code of Conduct in the spirit of ethical and responsible cooperation, thus contributing to ensuring a fair and sustainable working environment for all parties involved.

I, the undersigned [Name, First Name],
..... [Position], as the duly authorized representative of the supplier
..... [Company Name],

hereby confirm that I have fully reviewed Dailymotion's Supplier Code of Conduct, and acknowledge that any non-compliance by the supplier or subcontractor may be considered a breach that could lead, depending on its severity, to the termination of any ongoing contract between the parties.

Done at:

Signature:

On: __/__/__