

**MOOD MEDIA CORPORATION
(& SUBSIDIARIES)**
P016 MOOD MEDIA SUPPLIER CODE OF CONDUCT

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At Mood Media, we recognize that as a global company our responsibilities to ourselves and our customers extend beyond our own operations into those of our suppliers, contractors/subcontractors, consultants, agents, and other providers of goods and services who do business with Mood Media (collectively “Suppliers”). We continuously strive to ensure that we deal with transparency and according to appropriate business standards and expect our Suppliers to do the same.

Mood Media’s commitment to proper business conduct and sustainability is embodied in the Mood Media’s Code of Conduct and supporting policies. Mood Media executive management expects all Mood Media employees and Suppliers to adhere to its principles.

To this end, we have developed the **Mood Media Supplier Code of Conduct** (“Supplier Code”). We require that all Suppliers comply with the Supplier Code.

The basic premise of the Supplier Code is that Suppliers must not only operate in full compliance with the laws, rules and regulations of the countries in which they operate, but draw upon internationally recognized standards in order to make advances in the areas of social and environmental responsibility.

In selecting its Suppliers, Mood Media will work with only those who comply with the letter and spirit of the Supplier Code. Mood Media reserves the right to terminate its relationship with Third Parties who do not follow this Code.

The following sets forth the provisions of the Supplier Code

GOVERNANCE/COMPLIANCE

All Mood Media Suppliers shall:

- + Ensure their operations and the products and/or services supplied to Mood Media comply with Mood Media specifications and all national, local and other applicable laws and regulations, including but not limited to, all laws relating to anti-bribery and kickbacks, anti-corruption, antitrust, data protection, health and safety, insider trading, export compliance, economic sanctions and anti-boycott, money laundering, and human trafficking.
- + Not engage in any corrupt practices, such as the payment of bribes or kickbacks, to get business or a business advantage – no matter the size of benefit to the Supplier or to Mood Media. If Supplier is aware of anyone soliciting or accepting a bribe or kickback, or otherwise engaged in corrupt business practices with respect to Mood Media, Supplier must immediately notify Mood Media.
- + Not offer or provide, directly or indirectly, any cash, gifts, entertainment, bribes or kickbacks to any government official in connection with any Mood Media business.
- + Not engage in any activity that shall create a conflict of interest with its obligations to Mood Media. Suppliers shall report any conflicts of interest that come to its attention.
- + Safeguard, respect and not use any non-public Mood Media (or other) confidential information for personal or corporate gain or share with others for their gain.
- + Respect and comply with business gifts and entertainment policies for Suppliers established by Mood Media. Mood Media employees and representatives are prohibited from receiving promotional or courtesy items for which the value exceeds US \$50.

TRADE COMPLIANCE

All Mood Media Suppliers shall:

- + Understand and follow all applicable laws and regulations.
- + Never participate in boycotts or other restrictive trade practices prohibited or penalized under all applicable laws.
- + Make sure all transactions are screened for embargoed countries/restricted parties in accordance with applicable export/import requirements.
- + Ensure records are maintained against all screening and due diligence checks secured for the compliance commitments to Mood Media.

COMMITMENT TO MANAGEMENT/BUSINESS PRACTICES

All Mood Media Suppliers shall:

- + Where appropriate, design, implement and maintain effective management systems, with appropriate objectives and targets, to ensure (a) compliance with applicable laws, regulations and any Mood Media requirements related to Supplier's operations, products and services; (b) conformance with the Supplier Code; and (c) identification and mitigation of operational risks related to the areas covered by the Supplier Code.
- + Employ fair business practices and comply with applicable competition and antitrust laws.
- + Require its suppliers who provide goods or services that support Mood Media business to adhere to the Supplier Code, or any similar code required to be complied with by Mood Media Suppliers, in respect of any Mood Media customer business.
- + Implement safe working conditions for any services that support Mood Media and its clients. Suppliers shall provide and maintain a safe and healthy work environment for their employees, contractors, and visitors. This includes:
 - Identifying and assessing potential hazards and risks.
 - Implementing appropriate measures to eliminate or minimize those hazards and risks.
 - Providing and maintaining safe equipment, machinery, personal protective equipment and all associated training.
 - Ensuring proper ventilation, lighting, and sanitation.
 - Establishing and maintaining emergency procedures.
- + Keep timely, accurate and complete books and records in accordance with applicable standards, laws and regulations, and any Mood Media requirements.

COMMITMENT TO EMPLOYEES

To ensure fair treatment of its' workers all Mood Media Suppliers shall:

- + Not use forced, bonded or indentured labor or involuntary prison labor.
- + Not use or employ workers younger than the minimum age specified in the applicable local laws.
- + Not permit at its facilities, or that of its suppliers, any actual or threat of harsh and inhumane treatment, including any sexual or other harassment, sexual abuse, corporal punishment, mental or physical coercion or verbal abuse of workers, or permit any retaliation against those who report such acts.
- + Engage in fair and anti-discriminatory employment practices in the hiring, payment, benefits, advancement, termination and retirement of its employees as provided or protected by applicable laws.
- + Recognize and respect any rights of workers to exercise lawful rights of free association for the purpose of collective bargaining as provided by applicable laws or regulations.
- + Observe applicable laws and regulations governing wages and hours.
- + Comply with applicable data protection and data privacy laws.
- + Maintain emergency response (including evacuation) procedures, worker training and drills, adequate exit facilities and business recovery plans.
- + Have and enforce a written policy prohibiting the use of illegal drugs and alcohol in the workplace.
- + Provide adequate measures at its facilities to address the security of employees, information, IT assets and business continuity.
- + Provide its workers a clean, safe and healthy work environment in compliance with all applicable laws, regulations, standards and permits for workplace health and safety and to provide appropriate training in furtherance thereof.

COMMITMENT TO THE ENVIRONMENT

Mood Media Suppliers shall:

- + Not permit discharge or emissions to the environment in violation of any laws. Give consideration to issued/required emits that may have an adverse impact on the environment.
- + Operate in compliance with all applicable environmental laws, regulations, standards and permits related to its locations, operations, and products and services.
- + Strive for continual improvement in the reduction of use of hazardous materials in their products and/or services.
- + Strive to reduce or eliminate waste, including water and energy, at the source or

by practices such as modifying production, maintenance and facility processes, materials substitution, conservation, recycling and reusing materials.

COMMITMENT TO THE COMMUNITY

- + Any Supplier or employee of a Supplier who becomes aware of any existing or potential breach of the Supplier Code shall promptly notify the Mood Media Sourcing and Procurement Management or the [Mood Media Helpline](#).
- + No Supplier may retaliate against an employee for making a good-faith report to Mood Media or for participating in an investigation under this Supplier Code.
- + Mood Media may ask Suppliers to provide evidence of compliance with the Supplier Code and to report to Mood Media any instances of non-compliance. In addition, Mood Media reserves the right to audit Suppliers for compliance to the Supplier Code.
- + All enquiries in relation to the Supplier Code and its interpretation or application to Suppliers should be addressed to the Mood Media Sourcing and Procurement Management.

GOVERNANCE

This document is being maintained by the Mood Media's Sourcing and Procurement Department. The Supplier Code of Conduct will be reviewed annually and will be revised in accordance with any changes to the applicable laws and regulations, and any associated guidance.

Document revision history

Versions/ Revisions	Effective date	Written by	Reviewed by
V1	2015	Patrick Hoogeman - Sourcing Director [Mood Media] 2015	Legal Department [Mood Media]
V2	2021	Patrick Hoogeman - Sourcing Director [Mood Media] December 2020	-
V3	31.03.2022	Patrick Hoogeman - Sourcing Director [Mood Media] December 2020	John E. Turlais - Special Counsel [Foley & Lardner LLP] 04.03.2022 – 29.03.2022 Anca Prodan - Global Compliance, DPO [Mood Media] Joanna Luke - VP Legal International [Mood Media] 29.03.2022 – 31.03.2022
V4	September 2024	Claire Cappin- Global Compliance, DPO [Mood Media] Arpit Shah - Vice President of Global Fulfillment, Sourcing and Procurement [Mood Media] Sept 2024	Legal Department [Mood Media]

V5	May 2025	Claire Cappin- Global Compliance, DPO [Mood Media] <i>expanded to cover Subcontractors</i>	Shauna Riely, VP Global Service Delivery [Mood Media]
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