

CANAL+ SA

SUSTAINABLE PURCHASING POLICY

PREAMBULE

The Sustainable Purchasing Policy of the CANAL+ group (hereinafter the "CANAL+ group" or the "Group") sets out the principles designed to ensure ethical and sustainable business relationships between the Group companies and suppliers of goods and services and subcontractors, in strict compliance with applicable laws and regulations and the CANAL+ group's Corporate Social Responsibility (CSR) commitments.

These principles reflect the CANAL+ group's commitment to undertake all necessary efforts to mitigate risks and prevent serious violations in the areas of ethics, the environment and human rights associated with its business activities, and to optimize its positive impacts throughout its value chain as part of a sustainable purchasing approach.

The purpose of the Sustainable Purchasing Policy is to share the CANAL+ group's commitments with its suppliers and subcontractors and ensure their involvement in sustainable development.

The CANAL+ group intends to play an active part in the fight against climate change and relies on the participation and engagement of its suppliers and subcontractors to achieve this goal.

The CANAL+ group expects from its suppliers and subcontractors (hereinafter referred to as the "Business Partner(s)") to comply strictly with the laws and regulations applicable in the countries where they operate or provide services as well as a commitment to work with the Group to implement the principles of its compliance program and CSR commitments, and if necessary, to take any appropriate corrective action in an effort to achieve continuous improvement.

I. THE CANAL+ GROUP'S COMMITMENTS

The CANAL+ group commits to:

- Establish lasting business relationships conducive to the prevention and management of risks and challenges related to working conditions, environmental protection, business ethics and human rights;
- Maintain an open and constructive dialogue with its Business Partners regarding their ability to meet their commitments, and help them, to the extent possible and in a spirit of cooperation, to develop and implement appropriate action plans;
- Select its Business Partners fairly and impartially, based on predefined criteria and objectives;
- Promote social and environmental clauses in calls for tender;
- When possible, give preference to candidates with the best CSR performance;
- Avoid situations of economic dependence;
- Identify and prevent conflicts of interest in relationships with business partners
- Raise awareness and train its purchasers on its compliance program and its CSR commitments.

II. COMMITMENTS THE CANAL+ GROUP EXPECTS FROM BUSINESS PARTNER

The Business Partner acknowledges that their commitments to human rights, working conditions, environmental protection and business ethics issues are essential to the establishment and continuation of a business relationship with the CANAL+ group.

The Business Partner undertakes to comply with all national and international standards relating to social and human rights, ethical and compliance issues as well as environmental issues, notably those arising from the United Nations Global Compact, the International Charter of Human Rights, the International Labor Organization and the OECD.

The Business Partner also undertakes to exercise transparency, good faith and cooperation to ensure that these commitments are respected at every stage of the relationship.

1. Social issues and Human rights

The Business Partner undertakes, under no circumstances, to permit any use of the following in its operations:

- **The use of child labor:** in accordance with the ILO Convention No. 182 on the worst forms of child labor, prohibiting any hazardous activity or exploitation of children that endangers their health, safety, or morality. The Business Partner undertakes to comply with ILO Convention No. 138 on the minimum age for employment, permitting child labor only in strictly regulated exceptional cases.
- **The use of forced, compulsory or clandestine labor and modern slavery,** in accordance with ILO Conventions No. 29 and No.105.
- **Any form of harassment or discrimination:** The Business Partner undertakes, under no circumstances, to tolerate any form of physical, moral, or sexual harassment, as well as any discrimination based on origin, gender, sexual orientation, age, family status, pregnancy, physical appearance, health condition, nationality, union membership, ethnic or religious affiliation, or whistleblower status. This commitment is in line with ILO Conventions No. 100 on equal remuneration, No. 111 on the prohibition of discrimination, No. 156 on the rights of workers with family responsibilities, and No. 190 on the prohibition of violence and harassment in the workplace.

Health and safety

The Business Partner undertakes to ensure the safety and health of employees in accordance with ILO Convention No. 155 and to guarantee decent working conditions and health as well as safety standards in accordance with ILO Conventions No. 102 and No. 155.

Working conditions and remuneration

The Business Partner undertakes to establish clear working hours and ensure that its workers are paid for the time they work and that they receive equal pay for women and men, as well as breaks and time off in accordance with ILO Convention No. 1 on working hours and Convention No. 100 on equal remuneration.

The Business Partner ensure that wages paid to its employees are adequate to provide a decent standard of living and to meet basic needs, with due regard given to the general level of wages, the cost of living and social security benefits, and that they are paid regularly and within a reasonable period of time in accordance with ILO Conventions No. 95 and No. 131.

Freedom of association and collective bargaining rights

The Business Partner undertakes to guarantee its employees freedom of association and collective bargaining rights or, in the event of local restrictions or prohibitions, not to oppose any form of free and independent representation and bargaining (in accordance with ILO Conventions No. 87 on Freedom of Association and Protection of the Right to Organize, No. 98 on the Right to Organize and Collective Bargaining, and No. 154 on the Promotion of Collective Bargaining).

Training and skills development

The Business Partner undertakes to offer its employees training opportunities and to promote their access to skills development.

Treatment of Migrant Workers

The Business Partner undertakes not to apply less favorable treatment to migrant workers and to respect the principles of ILO Convention No. 97 on migrant workers.

2. Ethics and compliance

Fight against corruption and influence peddling

The Business Partner commits to:

- Actively contribute to the fight against corruption, influence peddling, and conflicts of interest in all its activities and in its relationships with its own suppliers and subcontractors.
- Comply with the applicable regulations as well as the OECD guidelines on the fight against corruption and influence peddling, or any other similar legal provisions, and prevent these practices through effective measures for its shareholders, corporate officers, employees, affiliates, subcontractors, suppliers, and their respective representatives, who are directly or indirectly involved in the business relationship with the CANAL+ group.

Compliance with economic crime regulations

The Business Partner undertakes to comply with all national and international standards related to financial misconduct, especially those related to the financing of terrorism, money laundering, embargoes, and arms and narcotics trafficking.

Respect of competition laws

Business Partners undertakes to promote free competition, prohibiting any concertation or agreement on prices and offers, and excluding participation in any cartel.

3.Environmental issues

The Business Partner commits to:

- Comply with environmental protection rules and do whatever is possible to prevent, mitigate and repair any negative impacts of its business activities.
- Offer and, to the extent possible, implement increasingly efficient environmental solutions.
- Work towards implementing their industry's best practices to optimize water and energy consumption, preserve biodiversity and manage discharges and waste.
- Strive to reduce and/or treat greenhouse gas emissions, the release of effluents into the ground and water, as well as any form of pollution resulting from its activities.

The CANAL+ group reserves the right to carry out audits to monitor compliance with the commitments set forth in this policy by its Business Partners.

The CANAL+ group expects its Business Partners to take all reasonable measures to ensure that their own suppliers and subcontractors comply with the terms of this policy.