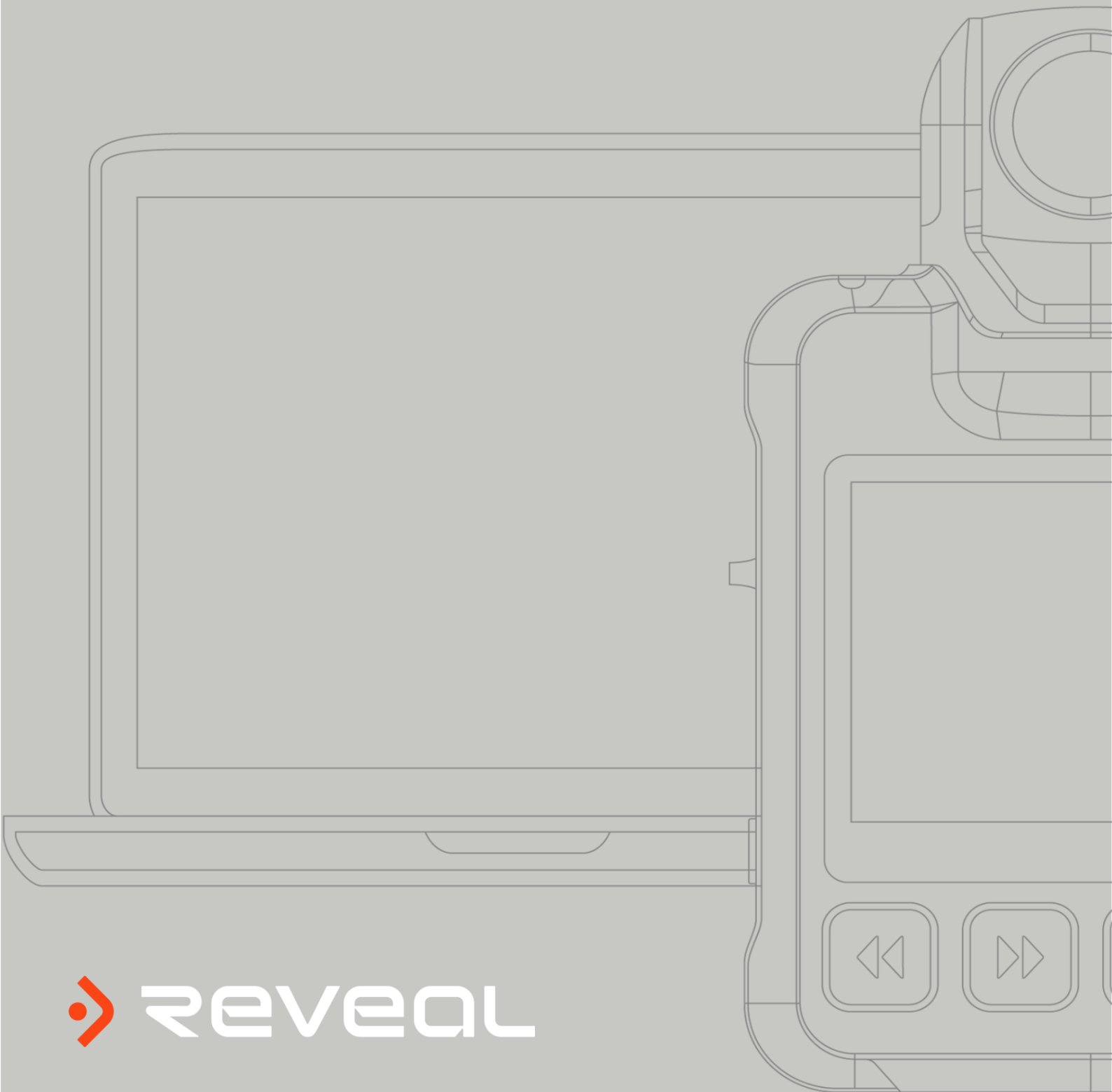


Supplier Code of Conduct



Supplier Code of Conduct

Description	Supplier Code of Conduct for Reveal Media Limited.
Initial Issue Date	16 October 2023
Author	Rob Guest
Classification	Public
Document Ref.	L-CGOV-05-V1-RG-Supplier Code of Conduct-PUB

Document History

Version	Date	Change Notes	Author
V0.1	16/10/2023	First Draft	RG
V1.0	4/4/2024	Added sign-off section to final page.	GAP

Approval History

Version:	0.1	1.1								
Author:	RG	RG								
Reviewed by:	GAP	GAP								
Approved by:	IMC	IMC								

This document is uncontrolled when printed. Before use, please verify that this is the current version.

Intellectual Property and Confidentiality Notice: Unless otherwise agreed in writing all copyright and intellectual property rights embodied in this document are and shall remain the property of Reveal Media Ltd. The information contained herein is the property of Reveal Media Ltd and is supplied without liability for errors or omissions. The information supplied herein is provided solely for the intended purpose and no other rights whatsoever to use such information are granted. The contents of this document are confidential information and must not be disclosed to any third party without the written consent of Reveal Media Ltd. No part may be reproduced or used except as authorised in writing by Reveal Media Ltd. The copyright and the foregoing restriction on reproduction and use extend to all media in which the information may be embodied.

© Reveal Media Ltd 2023, 2024

Contents

1. Introduction	3
2. Compliance with Laws and Regulations.....	3
3. Ethical Conduct.....	3
3.1. Integrity.....	3
3.2. Anti-Discrimination.....	3
3.3. Forced and Child Labour.....	3
3.4. Conflict Minerals.....	3
3.5. Fair Competition.....	3
4. Labour and Working Conditions.....	4
4.1. Fair Wages.....	4
4.2. Working Hours.....	4
4.3. Health and Safety.....	4
4.4. Freedom of Association.....	4
5. Environmental Responsibility.....	4
5.1. Sustainability.....	4
5.2. Environmental Compliance.....	4
6. Social Responsibility.....	4
6.1. Community Engagement.....	4
6.2. Diversity and Inclusion.....	4
7. Reporting and Compliance.....	4
8. Training and Education.....	5
9. Review and Revision.....	5
10. Signature.....	5

1. Introduction

- 1.1. At Reveal Media, we are committed to conducting business in an ethical and responsible manner. We believe that our suppliers play a vital role in upholding these values and contributing to our success. This Supplier Code of Conduct outlines the principles and expectations we have for our suppliers in areas such as ethics, sustainability, and social responsibility.

2. Compliance with Laws and Regulations

- 2.1. Suppliers must adhere to all applicable local, national, and international laws and regulations in the countries in which they operate. This includes but is not limited to labour, environmental, health, and safety laws.

3. Ethical Conduct

3.1. Integrity

- 3.1.1. Suppliers shall conduct business with honesty, integrity, and transparency.
- 3.1.2. Bribes, kickbacks, and any form of corrupt practices are strictly prohibited.

3.2. Anti-Discrimination

- 3.2.1. Suppliers shall not discriminate against employees or job applicants based on race, colour, religion, gender, age, disability, sexual orientation, or any other legally protected characteristic.

3.3. Forced and Child Labour

- 3.3.1. Suppliers must not use forced or compulsory labour, child labour, or engage in any form of human trafficking.

3.4. Conflict Minerals

- 3.4.1. Suppliers will ensure that products and material supplied to Reveal do not contain metals derived from minerals or their derivatives originated from conflict regions that directly or indirectly finance or benefit armed groups and cause or foster human rights abuses.

3.5. Fair Competition

- 3.5.1. Suppliers will conduct their business in line with fair competition and in accordance with all applicable anti-trust laws..

4. Labour and Working Conditions

4.1. Fair Wages

4.1.1. Suppliers shall pay wages that meet or exceed the legally mandated minimum wage and provide employees with fair compensation for their work.

4.2. Working Hours

4.2.1. Suppliers shall comply with all applicable laws regarding working hours and overtime, ensuring that employees are not subjected to excessive working hours.

4.3. Health and Safety

4.3.1. Suppliers must provide a safe and healthy working environment, taking measures to prevent accidents, injuries, and occupational health hazards

4.4. Freedom of Association

4.4.1. Suppliers shall respect the rights of employees to join labour unions and engage in collective bargaining where permitted by law.

5. Environmental Responsibility

5.1. Sustainability

5.1.1. Suppliers are encouraged to adopt environmentally sustainable practices, including waste reduction, energy conservation, and responsible resource management.

5.2. Environmental Compliance

5.2.1. Suppliers must comply with all applicable environmental laws and regulations, including those related to emissions, waste disposal, and hazardous materials.

6. Social Responsibility

6.1. Community Engagement

6.1.1. Suppliers are encouraged to engage with and support the communities in which they operate, contributing to their social and economic development

6.2. Diversity and Inclusion

6.2.1. Suppliers should promote diversity and inclusion within their workforce and business practices

7. Reporting and Compliance

7.1.1. Suppliers must regularly assess and report their compliance with this Supplier Code of Conduct to Reveal. Non-compliance may result in corrective actions, termination of contracts, or other appropriate measures.

8. Training and Education

8.1.1. Suppliers are encouraged to provide training and education to their employees to ensure understanding and compliance with this Supplier Code of Conduct.

9. Review and Revision

9.1.1. This Supplier Code of Conduct will be reviewed periodically and updated as needed to reflect changes in laws, regulations, and ethical standards. By working together in adherence to this Supplier Code of Conduct, we can maintain a responsible and sustainable supply chain and foster a positive impact on our communities and the world.

10. Signature

Signed

.....

Printed Name

.....

Position

.....

Date - Day/Month/Year

.....

PLEASE RETURN THE COMPLETED FORM TO REVEAL VIA EMAIL TO THE PERSON WHO SENT IT TO YOU, OR guy.peverell@revealmedia.com