

PREVENTION OF MODERN SLAVERY

CODE OF CONDUCT FOR SUPPLIERS AND CONTRACTORS TO KEYWORDS STUDIOS AND ALL GROUP COMPANIES

Keywords Studios is opposed to slavery and human trafficking in any part of our activities or supply chain. We are committed to ensuring that we have appropriate policies and procedures in place to identify and prevent these practices.

An approved supplier must adhere to the following provisions while providing services to Keywords Studios or any of its subsidiary or associated companies:

1. **Forced involuntary labor**

Workers will not be subject to any forms of coercion. All work must be voluntary.

2. **Document retention**

Confiscating or withholding worker identity or other valuable items, including work permits and travel documents (e.g. passports) is strictly prohibited. The retention of personal documentation shall not be used as a means to bind workers to employment or to restrict their freedom of movement.

3. **Humane treatment**

The workplace shall be free from any form of harsh or inhumane treatment. Disciplinary policies and procedures shall be clearly defined and communicated to all workers, and shall not include any inhumane disciplinary measures, including mental or physical coercion or verbal abuse of workers. Threats of physical or sexual violence, harassment and intimidation against workers, their family and close associates are strictly prohibited.

4. **Workers Equality**

All workers shall be treated fairly and equally.

5. **Freedom of Movement and Personal freedoms**

Workers' freedom of movement shall not be unreasonably restricted. Workers shall not be physically confined to the workplace or related premises nor shall any other means of coercion be used to restrict their freedom of movement or personal freedom.

We agree to abide by the above code of conduct

Supplier Name _____

Supplier Director _____

Date _____