



Group Human Rights Policy

Document owner

Approval

Initially adopted

Date last approved

Date of next review/approval

Applicability

Head of Sustainability

Board of Directors

2022-09-22

2023-09-21

Q3 2024

Group

Group Human Rights Policy

1. Introduction

Viaplay Group is committed to promoting values that foster human rights and acting honestly and with integrity. This is reflected in our company values: Bravery, Equality, Appreciation and Trust.

We follow the OECD Guidelines for Multinational Enterprises on responsible business conduct and are committed to the UN Global Compact's principles in areas of human rights, labour rights, environment and anti-corruption. We respect the Universal Declaration of Human Rights and its two corresponding covenants: The International Covenant on Civil and Political Rights and The International Covenant on Economic, Social and Cultural Rights. They are also based on the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption. We respect human rights in accordance with these internationally accepted standards and expect the same from our partners and suppliers. We support the UK Modern Slavery Act and are committed to implementing the United Nations Guiding Principles on Business and Human Rights.

2. Target Group

This Group Policy applies to all employees of entities or subsidiaries in which Viaplay Group exercises control (either directly or indirectly).

3. Principles

3.1. Approach

We seek to honour internationally recognised human rights principles everywhere and at all times, and we work to ensure that we do not infringe human rights, that we avoid complicity in human rights abuses by others and that we comply with the laws of the countries in which we do business. We promote human rights in the workplace, we protect and uphold freedom of thought, speech and expression, and we respect the right to privacy.

With operations in different parts of the world, we strive to uphold global standards for responsible business, including diversity, inclusion, equality, the freedom to associate and bargain collectively, and the elimination of discrimination, harassment, modern slavery, human trafficking and harmful or forced labour and exploitative forms of child labour. We conduct our business and promote human rights through our governing framework which sets standards for our operations through our:

- Employee Code of Conduct, which forms the backbone of Viaplay Group's work with human rights and labour rights and sets out the standards with which all Viaplay Group employees are expected to comply.
- Group Sustainability Policy, which reflects our sustainability priorities and their integration into the business to sustain the company's positive impact in relation to our people, audiences, customers, partners and societies of which we are a part.
- Group Equality & Diversity Directive, which outlines our commitment to equality, diversity, inclusion and that every employee is to be treated with respect and dignity.
- Group Non-discrimination & Anti-harassment Directive, which underscores our commitment to providing a harassment-free and discrimination-free working environment both on Viaplay Group's premises and in professional context outside our premises.
- Standards for our partners & suppliers are set through our Supplier & Business Partner Code of Conduct, which is included in our contracts with suppliers and business partners, and ensures that they adhere to the highest ethical standards and seek to impose the same standards on their own suppliers.

3.2. Due Diligence

We want to develop and maintain strong business relationships with suppliers and business partners who are committed to ethical standards equivalent to our own. To ensure compliance with our human rights-related commitments in our own operations and remedy potential negative impact to human rights, we have established a due diligence process for proactive and systematic identification and review of potential human rights issues, and where they could occur. Additionally, we are committed to mitigating and remedying any breaches to standards that do occur. This process covers our own operations and supply chain. Human rights are also part of the Economic, Social, Governance (ESG) due diligence in our Mergers & Acquisition Process including ESG screening of potential markets. To ensure human rights and responsible operations in our productions and supply chain, Viaplay Group has established a third-party sustainability audit programme.

Viaplay Group also encourages all individuals working at all levels of its organisation to report, without fear of retaliation, any suspected misconduct and any circumstances that may give rise to a heightened risk of slavery or human trafficking through our whistleblowing channels, available on Viaplay Group's intranet and website, governed by our Group Whistle-blower Directive. We report on any human rights violations and number of discrimination incidents in our Annual and Sustainability Reports.

4. Roles and Responsibilities

Viaplay Group's Board of Directors has overall responsibility for the Group's Human Rights Policy. The Head of Sustainability is the owner of this Group Policy and is responsible for its content. He/she is also responsible for maintaining and updating this Group Policy, and for ensuring that it is properly published and enforced.

Members of the Group Executive team are responsible for communicating and implementing this Group Policy, and for ensuring that all employees within their areas of responsibility are familiar with and follow this Group Policy. All Viaplay Group employees are individually responsible for reading, understanding and following this Group Policy when applicable. Each employee is encouraged to raise any concerns about actual or possible violations of this Group Policy to Viaplay Group's Sustainability team (sustainability@viaplaygroup.com), Viaplay Group's Compliance team (compliance@viaplaygroup.com) or through the whistleblower channels available on Viaplay Group's intranet and website.

5. References

Code of Conduct

Supplier and Business Partner Code of Conduct

Group Sustainability Policy

Group Equality & Diversity Directive

Group Non-discrimination & Anti-harassment Directive

Group Whistle-blower Directive

6. Document History and Change Information

For details of this Group Policy's document history and change information, see [Appendix 1](#).

Appendix 1 - Document History and Change Information

Version	Revision Date	Change information
0	2022-09-22	Group Human Rights Statement upgraded to Group Policy
1	2022-09-22	Initial Group Policy
2	2022-09-23	(3.2 Due Diligence) Revised to include we are committed to mitigating and remedying any breaches to standards that occur.