



Ethical Sourcing Guidelines

Integrity Matters



WARNER BROS. DISCOVERY

ETHICAL SOURCING GUIDELINES

At Warner Bros. Discovery, we are committed to conducting business in a legally compliant and ethical manner. We pride ourselves on being a force for good in the communities where we work, inspiring conversations about culture and issues that matter, and we take that responsibility seriously.

We expect our Business Partners to conduct business ethically, responsibly, and in compliance with all laws, rules and regulations that are applicable in the territories where business is conducted. It is Warner Bros. Discovery's expectation that our Business Partners also comply with industry standards and the Warner Bros. Discovery [Business Partner Statement of Ethics](#). We engage in the highest standards of ethical conduct and best practices regarding labor and health & safety in our operations worldwide, and we expect our Business Partners to share our values and high standards.

Overview

The Warner Bros. Discovery Ethical Sourcing Guidelines ("Guidelines") reflect the commitment of Warner Bros. Discovery Inc. and its subsidiaries and affiliated companies ("WBD") to conduct business safely, transparently, and with integrity.

Business Partners include the following, as well as all other suppliers in their supply chain:

- **Product Vendors** – entities that produce products that are distributed by WBD at either the wholesale or retail level, including premiums and promotional materials.
- **Licensees** – entities to whom WBD licenses its intellectual property, used in consumer products that are manufactured and/or distributed by the same or other third parties.
- **Goods and Services Vendors** – entities that provide other goods, services or personnel to WBD.

Business Partners also include all Business Partner suppliers, contractors, and vendors that are part of Warner Bros. Discovery's supply chain. Business Partners shall ensure that their own suppliers, contractors and vendors also adhere to these Guidelines.

These Guidelines are based in part on the *International Labour Organisation* (ILO) fundamental conventions concerning rights at work and The United Nations Guiding Principles on Business and Human Rights. They further define WBD's minimum expectations for how our Business Partners will conduct themselves in their business relationships with and on behalf of WBD.

For questions or concerns about compliance with any provision in these Guidelines, we encourage you to work with your primary WBD contact or email ethics@wbd.com.

Child Labor. Business Partner will comply with all applicable child labor laws, including those of the territory where business is conducted, and will not employ any person under the age of 15, or younger than the age for completing compulsory education in the country of manufacture (where such age is higher than 15). Workers under 18 years of age must not perform work likely to jeopardize the health or safety of young persons. Business Partner must also adhere to legitimate workplace apprenticeship programs and comply with all laws and regulations governing child labor and apprenticeship programs. The employment of child actors may be subject to separate guidelines.

Environment. Business Partner will comply with all applicable environmental laws and regulations and ensure that all required environmental permits and registrations are obtained, maintained, and kept current, and that operational and reporting requirements are followed.

Health & Safety. Business Partner will provide employees with a safe and healthy workplace in compliance with all applicable laws and regulations, ensuring at a minimum, occupational safety, machine guarding, emergency preparedness, industrial hygiene, reasonable access to potable water and sanitary facilities, fire safety and adequate lighting and ventilation. Any Business Partner that is a manufacturer will also ensure that the same standards of health and safety are applied in any housing or canteen facilities that it provides for employees.

Compensation. Business Partner must comply with all wage and hour laws as mandated by applicable territory law or industry standard, including those relating to minimum wages, overtime, maximum hours and other elements of compensation, including legally mandated benefits. Overtime must be consensual and calculated in compliance with applicable legal requirements.

Working Hours. Business Partner must adhere to all applicable laws and regulations pertaining to working hours, and overtime must be consensual. Vacation time, leave periods, and holidays consistent with applicable laws and regulations must be provided.

Association. Business Partner will recognize and respect employees' freedom of association and rights to collective bargaining (as allowed by local law). Business Partner will respect the right of employees to communicate openly and directly with management and will not intimidate, harass or reprimand employees for doing so.

Non-Discrimination. Business Partner will not discriminate in recruitment, hiring, training and employment practices, including compensation, benefits, advancement, discipline, termination or retirement, on the basis of race, color, religion, national origin, sex (including pregnancy), age, sexual orientation, marital status, physical or mental disability, veteran's status or any other characteristic protected by law that does not affect an individual's ability to do the job.

Employment Records. Business Partner will retain one year of complete and accurate records and documentation, including employment contracts, residence and work permits (if applicable), proof of age documentation, maternity leave records, industrial injury reports and work time and pay records, relating to employees in manufacturing and operations positions necessary to demonstrate compliance with these Guidelines, other than information and records that applicable law requires Business Partner to retain for a shorter period of time.

Legal Employment. Business Partner will, prior to employment, verify each employee's legal right to work. Workers may not be required to pay fees to secure employment.

Anti-Piracy. Business Partners will respect all intellectual property rights and will not copy or allow third party access to any WBD content without authorization, including but not limited to any form of film, video or digital elements containing audio/visual content, except as necessary to perform obligations under the Business Partner's agreement with WBD.

Statutory Social Security and Welfare Benefits. Business Partners will contribute to all statutory social security and welfare funds to which employers and/or employees are required by applicable laws to contribute, including medical insurance, industrial injury insurance, pension, housing and unemployment funds, and will contribute to these funds on behalf of all employees in accordance with all relevant laws and regulations.

Anti-bribery and Anti-corruption. Business Partners shall not offer or pay bribes for unfair advantage or violate anti-corruption laws. Engaging in deception, corruption, extortion, or embezzlement in any form is prohibited.

Environmental Requirements. Business Partners must ensure they are compliant with applicable laws and regulations regarding the environment.

Monitoring and Enforcing Compliance with These Guidelines. WBD expects that Business Partners will establish and maintain appropriate management systems, the scope of which is consistent with the content of these Guidelines, and actively review, monitor and modify their management processes and business operations to ensure that their operations align with the principles set forth in these Guidelines. WBD expects that Business Partners will work with their own suppliers and subcontractors to ensure that they also strive to meet the principles of these Guidelines or an equivalent set of principles.

WBD reserves the right to take such actions as we deem appropriate, in our discretion, to monitor and promote adherence to these Guidelines, including through the unannounced inspection of facilities by WBD employees or third-party auditors. Business Partners are required to maintain documentation regarding their compliance with this Statement and permit full access to facilities for inspection. Violations of these Guidelines may lead to WBD taking a range of remedial actions, including terminating the Business Partner relationship.

Reporting Concerns. Report concerns regarding conduct inconsistent with these Guidelines or applicable law to wbd.ethicspoint.com. All reports are confidential and may be anonymous, where permitted by law.