



Protect. Renew. Empower.

SUPPLIER CODE OF CONDUCT

This Code outlines Irdeto's commitment and expectations towards business ethics, safe and fair working conditions and care and consideration for the environment.

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TABLE OF CONTENTS

| | | |
|-----|---|---|
| 1 | Executive summary | 4 |
| 1.1 | Purpose and scope..... | 4 |
| 2 | Business Conduct principles..... | 5 |
| 2.1 | Maintain awareness and comply with all applicable laws and regulations of the countries of operation, and countries where goods or services are provided. | 5 |
| 2.2 | Compete fairly for Irdeto business, without soliciting bribes, kickbacks or giving anything or acting in a manner to ensure an improper advantage | 5 |
| 2.3 | Encourage a diverse workforce and provide a workplace free from discrimination, harassment, or any other form of abuse. | 5 |
| 2.4 | Treat employees fairly, including with respect to wages, working hours, working conditions and benefits. | 5 |
| 2.5 | Prohibit all forms of forced or compulsory labor. | 6 |
| 2.6 | Prohibit use of child labor..... | 6 |
| 2.7 | Provide safe and healthy working conditions. Irdeto Suppliers shall proactively manage health and safety risks to provide an incident-free environment where occupational injuries and illnesses are prevented..... | 6 |
| 2.8 | Carry out operations with care and consideration for the environment. | 6 |
| 2.9 | Conflict of Interest..... | 6 |

CHANGE HISTORY

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TERMS, ACRONYMS AND ABBREVIATIONS

| TERM | DEFINITION |
|-------------------|--|
| Irdeto | All Irdeto entities globally |
| Labor | Employment in all forms i.e., contractor, consultant, employee, intern |
| MultiChoice Group | Holding company of the Irdeto Group |
| Supplier | Organizations, and or individuals providing goods, service, software, licensing to Irdeto whether tangible or intangible |

1 EXECUTIVE SUMMARY

Irdeto is the world leader in digital platform cybersecurity, empowering businesses to innovate for a secure, connected future. Building on over 50 years of expertise in security, Irdeto's services and solutions protect revenue, enable growth and fight cybercrime in video entertainment, video games, and connected industries including transport, health, and infrastructure.

With teams around the world, Irdeto's greatest asset is its people and diversity is celebrated through an inclusive workplace, where everyone has an equal opportunity to drive innovation and support Irdeto's success. Irdeto is the preferred security partner to empower a secure world where people can connect with confidence. With the global footprint that Irdeto has, we aim to ensure we conduct business with other businesses that share and strive towards the same or similar principles to ensure fair trade, ethical compliance and consideration for the environment and humanity.

1.1 Purpose and scope

Irdeto has developed this Global Supplier Code of Conduct to clarify our global expectations in the areas of Business Integrity, Labor & Human Rights, Health & Safety, Ethics, and the Environment.

Suppliers, vendors, contractors, consultants, and any other providers of goods and / or services who conduct business with Irdeto entities worldwide are expected to follow and abide by this Code.

2 BUSINESS CONDUCT PRINCIPLES

Irdeto expects all Suppliers to conduct business responsibly, with integrity, honesty, and transparency to adhere to the following principles:

2.1 Maintain awareness and comply with all applicable laws and regulations of the countries of operation, and countries where goods or services are provided.

2.2 Compete fairly for Irdeto business, without soliciting bribes, kickbacks or giving anything or acting in a manner to ensure an improper advantage

Irdeto is committed to the highest ethical standards and complies with the MultiChoice Group companies' Code of Business Ethics and Conduct, which policy is available on the MultiChoice website and upon request. Irdeto requires Suppliers to conduct all business dealings with the company on a basis of respect for the law and proper regard for ethical business practices. The Supplier represents and warrants that it shall not take unfair advantage of anyone through misuse of privileged information, misrepresentation of material facts, or any other illegal trade practice; and it shall comply with all applicable laws related to anti-bribery, anti-corruption, anti-kickbacks, and anti-money laundering. The Supplier is not permitted to engage in price fixing, bid rigging, allocation of markets or customers, or similar illegal anti-competitive activities. The Supplier is prohibited from offering, promising, giving to, or demanding or accepting any illegal payment or other undue advantage from anyone to gain, retain or direct business or to secure any other improper advantage in the conduct of business. The Supplier agrees to fully comply with all economic sanctions and export control laws and regulations.

2.3 Encourage a diverse workforce and provide a workplace free from discrimination, harassment, or any other form of abuse.

Irdeto expects all Suppliers to maintain a work environment in which employees and business partners feel valued and respected for their contributions. Harassment, including unwelcome verbal, visual, physical, or other conduct of any kind that creates an intimidating, offensive or hostile work environment will not be tolerated. Employment decisions must be based on qualifications, skills, performance, and experience.

2.4 Treat employees fairly, including with respect to wages, working hours, working conditions and benefits.

Irdeto Suppliers are required to comply with all applicable legal and regulatory requirements and to apply sound employee relations practices. Working hours, wages, benefits need to be consistent with laws and industry standards, including those pertaining to minimum wages, overtime, other elements of compensation, and legally mandated benefits.

2.5 Prohibit all forms of forced or compulsory labor.

Irdeto Suppliers shall maintain and promote fundamental human rights. Employment decisions need to be based on free choice and there may be no coerced or prison labor, and no use of physical punishment, threats of violence, or any forms of physical, sexual psychological or verbal abuse as method of discipline or control.

2.6 Prohibit use of child labor.

Suppliers shall adhere to the minimum employment age limit defined by applicable national law and regulation. In no instance shall a Supplier permit a child to perform work that exposes them to undue physical risks that can harm physical, mental, or emotional development or improperly interfere with their educational rights and needs.

2.7 Provide safe and healthy working conditions. Irdeto Suppliers shall proactively manage health and safety risks to provide an incident-free environment where occupational injuries and illnesses are prevented.

Suppliers shall identify hazards and control risk related to their specific industry. In addition, Suppliers shall provide access to safe drinking water, sanitation, and hygiene, including adequate restrooms and handwashing facilities; fire exits and essential fire safety equipment; emergency aid kits; and access to emergency response services including environmental, fire and medical.

2.8 Carry out operations with care and consideration for the environment.

The potential environmental impacts of daily business decision-making processes should be considered along with opportunities for conservation of natural resources, source reduction, material recycling, and pollution control to ensure cleaner air and water and reduction of landfill wastes. Irdeto encourages its Suppliers to identify, set targets and implement action plans for reducing environmental impacts in the areas of water, wastewater, energy, greenhouse gas emissions, waste, and packaging.

2.9 Conflict of Interest

All Suppliers are required to declare their interest and/or any potential conflict of interest in relation to Irdeto. The declaration of interest must be included with the quotation/tender documents submitted to Irdeto. Where a possible conflict of interest arises, the interest must be declared in writing to the Procurement department as soon as it arises, and the relevant party must recuse themselves from participating in any way in related business dealings. Failure to declare could result in a Supplier being excluded from relevant and or future business engagements with Irdeto.