FRAMESTORE

Supplier Code of Conduct

1. Introduction & Purpose

This Supplier Code of Conduct ("Code") details the fundamental principles, standards, and expectations that Framestore (referred to as "Company") requires of all suppliers, vendors, contractors, consultants, agents, and other third parties (collectively, "Suppliers") who do business with us.

We are committed to operating our business with integrity, ethical responsibility, and respect for human rights and the environment. We expect our Suppliers to share this commitment and to comply with all applicable laws and regulations, as well as the specific standards outlined in this Code.

Adherence to this Code is a requirement for doing business with the Company.

2. Environmental Stewardship

Suppliers must strive to minimize the adverse impact on the community, environment, and natural resources while safeguarding public health and safety.

Environmental Permits & Reporting

Suppliers must obtain, maintain, and comply with all required environmental permits, licenses, and registrations.

Pollution Prevention & Resource Reduction

Suppliers should implement systems to conserve natural resources, reduce energy consumption, minimize waste generation, and ensure the safe handling and disposal of waste, air emissions, and wastewater in accordance with environmental laws.

Chemical & Hazardous Materials Management

Chemicals and other materials posing a hazard to human health or the environment must be identified, labeled, handled, stored, transported, and disposed of in accordance with all applicable laws and regulations.

3. Human Rights & Social Impact

Suppliers must uphold the human rights of workers and treat them with dignity and respect as understood by the international community.

Non-Discrimination

Suppliers must commit to a workforce free of harassment and unlawful discrimination. Employment decisions, including hiring, compensation, promotion, discipline, and termination, must be based on the employee's ability and performance, not on personal characteristics such as race, color, age, gender,

sexual orientation, gender identity and expression, ethnicity, national origin, religion, disability, veteran status, marital status, or political affiliation.

Forced Labour & Human Trafficking

Suppliers shall not use any form of forced, bonded, indentured, or compulsory labor, nor engage in human trafficking. Workers must not be required to surrender government-issued identification, passports, or work permits as a condition of employment. Workers must be free to leave their employment after reasonable notice.

Child Labour

Suppliers must strictly adhere to all local legal minimum age requirements for employment. In no event shall a Supplier employ persons younger than 15 years of age, or younger than the age for completing compulsory education, or younger than the minimum age for employment in the country, whichever is greatest.

Wages and Benefits

Suppliers must compensate all workers with timely wages, overtime pay, and benefits that meet or exceed the minimum requirements of applicable laws and collective bargaining agreements.

Working Hours

Working hours must comply with all applicable laws and should not exceed the maximum allowed by law. Workers must be provided with reasonable rest breaks, weekly time off, and permitted to take annual leave.

Freedom of Association and Collective Bargaining

Suppliers must respect the right of all workers to form and join trade unions of their own choosing, and to bargain collectively, in accordance with local laws. Workers shall not be subjected to harassment, intimidation, or retaliation for exercising these rights.

Health and Safety

Suppliers must provide a safe and healthy working environment to prevent accidents and injury to health arising out of, linked with, or occurring in the course of work or as a result of the operation of Supplier facilities.

4. Business Ethics and Integrity

Suppliers must conduct all business with integrity and adhere to the highest standards of ethical conduct.

Anti-Corruption and Anti-Bribery

Suppliers must strictly prohibit all forms of corruption, extortion, and embezzlement. Suppliers shall not offer, promise, or give anything of value (including, but not limited to, financial or personal benefits, gifts,

or favors) directly or indirectly, to any government official or Company employee to improperly obtain or retain business or secure an unfair advantage.

Fair Business Practices

Suppliers must conduct their business in accordance with fair business practices, including adhering to applicable laws on competition, anti-trust, and fair trading.

Conflict of Interest

Suppliers must disclose any actual or potential conflict of interest that may influence their ability to act in the best interest of the Company.

Disclosure of Political and Governmental Affiliations

Suppliers are required to inform the Company if any of their Directors or Senior Officers hold an affiliation with any political party or government institution.

Data Privacy and Information Security

Suppliers must protect the confidential information of the Company, its customers, and employees. Suppliers must comply with applicable data protection and privacy laws when collecting, storing, processing, or transmitting personal information.

5. Compliance and Monitoring

Legal Compliance

Suppliers must comply with all applicable laws, rules, and regulations in the countries where they operate.

Documentation and Record Keeping

Suppliers must maintain accurate and complete documentation to demonstrate compliance with this Code and applicable laws.

Implementation and Monitoring

Suppliers are responsible for implementing appropriate management systems to facilitate compliance with this Code and must flow down the principles of this Code to their own suppliers and sub-contractors. The Company reserves the right to audit, inspect, and monitor Supplier facilities and records to verify compliance with this Code.

Reporting Violations

Suppliers must provide a mechanism for employees to report concerns or potential violations of this Code without fear of retaliation. Suppliers should notify the Company immediately upon becoming aware of any violation of this Code.

Consequences of Non-Compliance

Non-compliance with this Code may lead to immediate corrective action requests, and, if not remedied, may result in the termination of the business relationship with the Company.