



Code of Conduct

for Business Partners



Intro

We are committed to conducting business with integrity, responsibility and in compliance with all applicable laws and regulations. We expect the same commitment throughout our value chain. This Code of Conduct for Business Partners sets the foundation of our partnership and how we do business. We expect our business partners to live by the same values that we do and that we together do everything we can to have a positive impact - while we soundtrack the world.

By "business partner" we mean any person or entity doing business with us, including but not limited to suppliers, partners that sell our products and services and representatives conducting business on our behalf.



Thriving Together

We expect all of our business partners to abide by international principles on human rights and labor rights.

Equity, diversity and non-discrimination

Business partners shall treat its workers with the respect, dignity and common courtesy indicated by internationally recognized standards. They shall promote diversity and inclusion, equitable opportunities for, and treatment of, its workers and must never engage in unlawful discrimination or harassment on the basis of sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation, age or any other protected characteristics as defined by applicable laws.

Safe and healthy workplace

Business partners must provide a safe and healthy work environment meeting or exceeding applicable standards and legal requirements. They shall control hazards and take necessary precautionary measures against accidents and occupational risks.

Working conditions

Business partners shall provide their workers with working conditions that are in line with international labor standards. They must not engage in, support or benefit from the use of child labor nor forced labor of any kind. Any use of workplace apprenticeship programmes and internships must comply with applicable laws and regulations. We expect our business partners to compensate workers fairly and apply working hours in compliance with applicable legislation and minimum standards. They must not penalize workers for lawful participation in labor organization activities.



Caring for the environment

Not only must business partners ensure to comply with all applicable environmental laws and regulations. We expect them to actively strive to increase the positive and limit the negative impact of their operations and supply chain on the environment, at all times to an appropriate level in relation to the nature of their business and risks related to the business.

This includes, but is not limited to, a/ obtaining all required environmental permits/approvals/registrations in order to operate b/ actively reducing consumption of resources such as energy, materials, and water, c/ reducing or eliminating waste in a controlled and legal way.

Epidemic Sound is committed to be a net-zero carbon company by 2030, at the latest, and we are actively working on reaching this goal. We wish that also our business partners are active partners and that we together constantly improve and increase our positive impact on the environment.



Doing Business

We expect our business partners to commit to conduct their business in an honest and ethical manner, acting in accordance with the highest standards of integrity, openness and accountability in accordance with applicable law.

Anti-bribery and corruption

We conduct our business with integrity and do not tolerate any form of bribery or corruption. In addition to always acting in accordance with applicable anti-bribery and corruption legislation, business partners, their representatives and their subcontractors shall refrain from acts or omissions that could be construed as a form of bribery or corruption. Business partners shall at all times compete on their merits. All business courtesies must be lawful, in compliance with the recipient's policies and consistent with market practice.

Conflict of interest

Conflicts of interests between us and our business partners, or the appearance of a conflict of interest, must be avoided at all times. We expect our business partners to notify us immediately if a situation arises which appears to involve a conflict of interest between the personal interests of those involved in the dealings and the interests of us or the business partner.

Fair competition and business practices

We compete freely and fairly and strongly believe that everyone benefits from competitive open markets. We expect our business partners to grow and build loyalty through delivering quality, not by engaging in unlawful anti-competitive practices. Business partners must never agree to, or engage in activities which, prevent or restrict competition in breach of applicable competition laws.

International business

Business partners shall conduct their business in compliance with all applicable international trade restrictions, such as sanctions and embargoes, as well as all relevant export control laws and regulations. They must ensure to never engage with, nor itself be designated as, a sanctioned party or sell, or in any other way make available, our products and services to a comprehensively sanctioned country or territory or a sanctioned party.



Protecting data and information

Personal data

We respect the fundamental right to privacy and take our responsibility and obligations to anyone entrusting us with information about them seriously. Business partners are responsible for complying with all applicable data protection laws and regulations, which among other things means that they are responsible to collect, use, and store personal data only as necessary for legitimate reasons and protect it from unauthorized access or other forms of unintended or unlawful disclosure, loss or misuse.

Confidential information and intellectual property

Business partners that have been entrusted with confidential information or our intellectual property in the course of the business relationship are required to handle such responsibly, and shall in particular protect it from improper disclosure, theft or misuse at all times.



Outro

We expect our business partners to, upon reasonable notice, provide us with access to documentation to verify compliance with this code. If a business partner fails to meet our expectations as set out in this code, we will encourage the business partner to take actions of improvement. Significant deviations or repeated unwillingness to make improvement, however, may jeopardize its relationship with us.

Business partners are required to promptly raise concerns of suspected non-compliance with applicable criminal laws and regulations, or with this code. Where allowed under applicable law, concerns may be reported through our external reporting platform available via <https://lantero.report/epidemicsound>.

Business partners shall ensure the confidentiality and protection of whistleblowers by prohibiting any form of retaliation against any individual who, in good faith, brings concerns of non-compliance with this code or laws and regulations to your and our attention.

Now, join us on our mission to soundtrack the world.