



WARNER
MUSIC
GROUP

Supplier Code of Conduct

Updated January 2023

An Overview Of Our Supplier Code Of Conduct

WMG is comprised of a group of companies that represent some of the world's greatest artists and songwriters. We, our fellow employees, customers and investors rely on you – the businesses with which we work – to be stewards of our reputation and to conduct your businesses with the highest professional and ethical standards.

Who Does It Apply To?

Our Supplier Code of Conduct, referred to as the “Code,” is in place to make sure our partners, suppliers, licensees and advisers (referred to as “suppliers” in the Code), understand the standards and behaviors that we expect of them. We require our suppliers to comply with the Code and to ensure that the businesses they work with, including those which form part of their supply chains, to also adhere to the Code. Our suppliers are required to provide to WMG, upon request, a list of the factories and sub-contractors they use for WMG production.

Seeking Advice and Raising Concerns

We expect our suppliers to maintain safe and productive workplaces, encouraging their employees to raise concerns if they have reason to believe that the Code, or the law, has not been complied with. We expect our suppliers to provide a simple, confidential and, where possible, anonymous mechanism through which their employees and other individuals can raise concerns. We expect our suppliers to operate on a policy of non-retaliation in the event that concerns are raised.

Audit And Compliance

Measurable steps, such as the onsite inspection of our suppliers' facilities, may be carried out to assess whether the standards outlined in the Code are being effectively implemented and complied with. For the purpose of assessing compliance with the Code, WMG and its authorized representatives must be given prompt unrestricted access to our supplier's facilities and the facilities of any sub-contractors that are used for WMG products, both for announced and unannounced visits. Our suppliers are expected to identify and correct any activities that conflict with the standard of the Code via verifiable and continual improvement programs agreed with WMG. If serious breaches of the Code by one of our suppliers occur without being satisfactorily remedied, we may terminate our business relationship with that supplier.

The Commitment

By working with WMG, our suppliers commit to abide by the Code and will require the same standards of any party they delegate or sub-contract the work to. As a condition of doing business with WMG, our suppliers and their sub-contractors are required to comply with all applicable national and local labor laws and regulations. If the law and guidelines within the Code conflict, our suppliers should comply with the strictest standard. Failure by one of our suppliers to comply, or failure to ensure the compliance of sub-contractors, may lead to WMG terminating our business relationship with that supplier and may also result in legal action.

Standard Provisions

The Code is founded on the conventions of the International Labour Organisation, the Fair Labor Association Code of Conduct and the UN Declaration of Human Rights. The Code provides consistent criteria for assessing how our suppliers are progressing when it comes to human rights. The Code encompasses 10 standards outlined below. The Code represents the minimum standards for all of our suppliers. A number of WMG's business units have adopted additional policies that reflect incremental social or environmental sustainability requirements related to specific product segments. If relevant, the WMG business units liaison will inform our suppliers of such additional requirements.

Employment Relationship

Employers shall adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under national and international labor and social security laws and regulations.

Non-Discrimination

While we recognize and respect cultural differences, we believe that no person should be subject to any discrimination in employment, including hiring, compensation, advancement, discipline, termination or retirement, on the basis of gender, gender identity, gender expression, race, religion, age, disability, sexual orientation, nationality, marital status, political opinion, social group or ethnic origin.

Harassment Or Abuse

Every employee shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.

Forced Labor

There shall be no use of forced labor, including prison labor, indentured labor, bonded labor or other forms of forced labor.

Child Labor

No person shall be employed – including on a temporary basis – under the age of 15 years or under the applicable age for completion of compulsory education, whichever is higher.

Freedom Of Association And Collective Bargaining

Employers shall recognize and respect the right of employees to freedom of association and collective bargaining.

Health And Safety

Employers shall provide a safe and healthy workplace setting 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 employers' facilities. Employers shall adopt responsible measures to mitigate negative impacts that they have on the environment.

Hours Of Work

Employers shall not require workers to work more than the hours allowed by the law of the country where the workers are employed. All overtime shall be voluntary. Overtime shall be used responsibly, taking into account the extent, frequency and hours worked by individual workers and the workforce as a whole. It shall not be used to replace regular employment. Overtime shall always be compensated at a premium rate. Employers shall allow workers at least 24 consecutive hours of rest in every seven-day period. The regular work week shall not exceed 48 hours. Other than in exceptional circumstances, the sum of regular and overtime hours in a week shall not exceed 60 hours.

Compensation

Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. Employers shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements, and provide any benefits required by contract. Where compensation does not meet workers' basic needs and provide some discretionary income, each employer shall work with relevant stakeholders to take appropriate actions that seek to progressively realize a level of compensation that does.

Environment

Our suppliers are required to comply with all applicable environmental laws, rules and regulations at their facilities and in the communities in which they operate, particularly with respect to water, energy, hazardous chemicals, air quality and waste. Further, we expect our suppliers to incorporate environmentally responsible practices and improvements into all of their activities.