



DEEZER

SUPPLIER CODE OF CONDUCT

As one of the world's largest independent music experiences platforms, Deezer is committed to conducting its business with integrity, transparency, and respect for fundamental ethical, social, and environmental principles. Deezer strives to promote sustainable and inclusive practices across its entire supply chain.

This Supplier Code of Conduct sets out the standards and expectations that Deezer holds for all its Suppliers. It reflects the company's core values and its dedication to upholding internationally recognized principles, including the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, as well as all applicable labour, environmental, and anti-corruption laws and regulations.

Deezer expects its Suppliers to comply fully with this Code, to apply its principles within their own operations, and to ensure that their own Suppliers and subcontractors do the same. Suppliers are required to operate responsibly, maintain fair and safe working conditions, protect data and intellectual property, and act with a commitment to diversity, inclusion, and lawful environmental sustainability.

This Code of Conduct forms the basis for a respectful and trustworthy business relationship. Deezer reserves the right to monitor compliance and take appropriate action in the event of a breach. The Code of Conduct may be updated periodically to reflect evolving legal frameworks and industry standards.

Human Rights and Labour Standards

Deezer respects and promotes human rights across its entire supply chain, building on the core principles of the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and recognized international human rights standards.

Suppliers must strictly adhere to these principles and create a safe and healthy work environment, free from forced labour and child labour. As such, Suppliers must take all necessary steps to ensure they are not complicit in human rights abuses through their business activities. This includes conducting due diligence to identify, prevent, and prohibit any potential violations.

Suppliers must also uphold all applicable labour laws and regulations especially regarding working hours, wages, and leave entitlements as well as guarantee freedom of association and the right to collective bargaining for all their employees.

Business Practices

Deezer integrates ethical and responsible practices into every aspect of its supply chain, particularly with regard to the protection of data and intellectual property rights.

Suppliers must adhere to the best data protection standards and practices to ensure consistency with Deezer's high standards. This includes safeguarding the confidentiality and integrity of all data, especially personal data, through robust data privacy practices aligned with all applicable data privacy laws.

Suppliers must also comply with all applicable intellectual property laws and regulations to ensure that creativity and innovation behind copyrighted materials, trademarks and patents are valued and **protected** throughout the supply chain. As such, Suppliers should be aware that the use of Deezer's name, logo, or any other intellectual

property for any purpose whatsoever is strictly forbidden without Deezer's prior written authorization.

Suppliers may not use sensitive information to trade, directly or through a third party, in Deezer's listed securities or for the purpose of assisting in conducting contract negotiations with third parties.

Suppliers shall be equipped with a secure IT system to prevent digital attacks or potential data leakage.

Business Relationships and Integrity

Deezer strives to cultivate fair and transparent business partnerships, these commitments are outlined in its [Code of Ethics](#) and Anti-Corruption & Bribery Policy. These documents establish clear expectations for ethical conduct, ensuring all business interactions are conducted with integrity.

Suppliers must comply with all applicable anti-corruption laws and regulations, prohibiting practices such as corruption and bribery. They must also adhere to Deezer's ethics and compliance standards as set forth in this Supplier Code of Conduct. Suppliers must prohibit the solicitation, offering, or payment of undue remuneration to customers or their partners. They also commit to prohibiting any member of their staff from soliciting or accepting undue remuneration.

Deezer requires its Suppliers to take appropriate measures to combat economic crime, money laundering, fraud and terrorism financing in accordance with applicable law. Suppliers shall provide transparent, accurate and reliable information as required by local regulation.

They must operate within a framework of fair competition and respect the principles of a free market. This means that Suppliers must avoid anti-competitive practices and contribute to an environment that encourages innovation. To maintain this integrity and as part of their goodwill, Suppliers must also disclose to Deezer and appropriately manage any potential conflicts of interest that could compromise objectivity.

Suppliers must also agree to conduct business in compliance with all applicable international trade restrictions, such as sanctions and embargoes, as governed by relevant laws and regulations. This includes ensuring they do not engage with sanctioned parties or engage in prohibited activities.

Suppliers must not make any political contributions, directly or indirectly, on behalf of Deezer or its entities, unless expressly authorized.

Environment

Deezer is committed to reducing its environmental impact and requires its Suppliers to comply with all applicable environmental laws and regulations and do their utmost to minimize the negative environmental impact of their activities and the continuous introduction and/or improvement of technologies to safeguard the environment.

Diversity, equity & inclusion

Deezer promotes ethical and responsible practices throughout its supply chain, paying particular attention to diversity, equity and inclusion (DE&I) in its workforce (please refer to our [Code of Ethics](#)).

Deezer encourages its Suppliers to promote DE&I principles and cultivate an inclusive work environment by recruiting from diverse talent pools, fostering a culture that values all backgrounds and perspectives, implementing fair and equitable hiring, promotion, and compensation practices, and establishing clear channels for open communication and addressing potential biases.

Violation of the Suppliers Code of Conduct

It is essential for Deezer to collaborate with Suppliers who share its values. This Supplier Code of Conduct outlines Deezer's expectations for a responsible and sustainable supply chain.

As such, Deezer reserves the right to terminate relationships with Suppliers who fail to comply with this Supplier Code of Conduct.

Open communication is encouraged and Suppliers are expected to promptly report any potential violations, including through Deezer's whistleblowing line [One Trust](#). Deezer also reserves the right to perform audits or more targeted controls on Suppliers to ensure that they comply with the present Code of Conduct.

Moreover, this Code of Conduct serves as a general framework for Deezer's Supplier expectations. Suppliers should refer to their specific contracts for further details. Deezer may update this document when necessary.