

PANTAFLIX



**OUR COMMITMENT TO RESPONSIBILITY AND
TRANSPARENCY**

Business Partner Code of Conduct of the PANTAFLIX Group

Foreword

We at PANTAFLIX are convinced that sustainable economic success is not possible without perceiving and assuming social responsibility in corporate activities. Consequently, in addition to process-related, economic and technical criteria, we also take social and ecological aspects such as human rights, working conditions, corruption prevention and environmental protection into account in our daily work. This understanding must also find expression in the relationships we maintain with our business partners.

Our Business Partner Code of Conduct summarizes the most important social, environmental and ethical standards that we expect them and their subcontractors to comply with and implement as a minimum requirement.

We are grateful to our business partners who share our conviction of responsibility for the environment and society and who implement and live it together with us.





Responsibility for dealing with each other

Equal treatment and non-discrimination

We at PANTAFLIX treat each other with respect and expect the same from our business partners. Our business partners promote equal opportunities and respect the structures, customs, and traditions of other cultures. They advocate equal rights and do not tolerate any disadvantages or discrimination based on nationality, ethnic origin, skin color, sexual identity, religion, ideology, or disability, or based on gender or age. They do not tolerate any form of sexual harassment, coercion, bullying, or verbal or physical misconduct. This also applies to any intimidating, dismissive, or offensive behavior. Misconduct will be sanctioned.

Responsibility for dealing with each other



Human and employee rights

At PANTAFLIX, our focus is on people. Our business partners are committed to upholding internationally recognized human rights and reject any form of child and forced labor. They comply with the applicable national laws on working hours and ensure appropriate remuneration, including social benefits, under national laws.

Our business partners recognize the right to freedom of association, freedom of assembly, and collective bargaining as well as the relevant regulations geared to ensuring fair working conditions.

Occupational health and safety

Our business partners comply with occupational health and safety regulations and maintain an appropriate occupational health and safety management system.

Responsible cooperation with our business partners

For PANTAFLIX, constructive as well as trust-based, and respectful cooperation with our business partners is a central issue. Our business partners comply with our "Business Partner Code of Conduct", and they also pass on our standards within their business relationships and demand and ensure compliance with them.



Responsibility in business transactions

Compliance with laws and regulations

Our business partners behave in a law-abiding manner. In all their business activities, they live up to their social responsibility and act under the applicable laws and regulations.

Avoidance of conflicts of interest

We attach great importance to protecting the sound reputation of PANTAFLIX. Our business partners make business decisions within the scope of cooperation with PANTAFLIX exclusively on a fact-based foundation. Our business partners avoid conflicts of interest or the appearance of such. They disclose potential or actual conflicts of interest and resolve them as quickly as possible.

Responsibility in business transactions



Combating corruption

We at PANTAFLIX combat and condemn any form of corruption. Our business partners comply with applicable anti-corruption laws, including but not limited to extortion, fraud, bribery or graft.

Money laundering prevention

Our business partners comply with their legal obligations to prevent money laundering and do not tolerate violations of anti-money laundering laws.

Foreign trade regulations

Our business partners follow existing trade controls and comply with import and export control regulations and economic embargoes.

Fair competition

Our business partners are committed to fair and unimpaired competition as the basic principle of a free economy and act under the respective applicable competition law provisions.

Insider trading

Our business partners consistently adhere to comply with the statutory regulations on insider trading and the handling of insider information.

Responsibility as a member of society



Sustainable environmental, climate, and species protection

Environmentally conscious and sustainable actions and the prudent treatment of natural resources are ethical and corporate obligations for us at PANTAFLIX. Our business partners comply with applicable national environmental laws, regulations, and standards. With their responsible behavior, they contribute to the protection of the environment, the climate, and the animal and plant world and use an appropriate environmental management system to achieve continuous improvement in efficiency meaning a conscious and careful use of resources and the minimization of environmental pollution and relevant hazards.

Donations and sponsoring

Our business partners refrain from using donations or sponsoring activities to gain unlawful business advantages.





Responsibility in handling third-party information and assets



Content responsibility

Our business partners are aware of their responsibility for the content they produce and distribute. They respect privacy and handle information, opinions, and images correctly and responsibly. They observe and adhere to the guidelines and laws on the protection of children and young people.

Reporting

Our business partners conduct their business properly under legal requirements - including the retention of records and financial reporting.

Responsibility in handling third-party information and assets



Information security and data protection

Our business partners treat personal data confidentially and in strict compliance with the relevant data protection regulations.

Confidentiality


Our business partners protect all PANTAFLIX trade and business secrets that become known to them in the course of cooperation from unauthorized disclosure and misuse, as well as the reputation of PANTAFLIX in public statements and their communication on social media.

Protection of third-party assets

Our business partners respect and protect intellectual property and other proprietary rights (for example, copyrights). This includes all products of intellectual work (e.g., literary and journalistic works, music, films, television programs, graphic works, and software) regardless of their commercial value.



Responsibility in handling third-party information and assets



Our commitment to a sustainable use of Artificial Intelligence (AI)

The PANTAFLIX Group recognizes the enormous potential of Artificial Intelligence (AI) to revolutionize our business and is committed to upholding the highest ethical standards and creating a responsible digital environment.

We consciously promote the responsible use of AI and consider ethical aspects in our own AI training. We adhere to all applicable regulations, as we are always aware of the importance of protecting the copyrights of our partnering creatives and respecting the privacy rights of everyone involved.

The integration of AI into our production processes puts these values at the forefront. We ensure strict data protection measures and transparency in the use of copyrighted data. We also recognize the important role that AI can play in increasing cost efficiency.

At PANTAFLIX, ethical principles are at the heart of our work with AI and we actively work to make a positive change in the industry. We communicate with legal experts and actively advocate for the improvement of laws and regulations related to AI. Our goal is to create a responsible digital environment in which AI is used as a creative tool for the benefit of society.

Compliance with the Business Partner Code of Conduct and reporting of violations

PANTAFLIX expects all business partners to accept this Code of Conduct and to ensure compliance with it, as well as to ensure that their affiliated companies as well as upstream suppliers also comply with and recognize all principles and requirements described herein. In the event of violations of the Code of Conduct, PANTAFLIX reserves the right to appropriate response options, depending on the severity of the violation.

Our business partners can report violations of the Code of Conduct via e-mail to compliance@pantaflix.com or by telephone at **+49-89-2323855118**. All information will be treated confidentially and with appropriate care. PANTAFLIX guarantees that honest whistleblowers will not suffer any disadvantages as a result of the information they provide. Deliberate, intentional misuse of reporting channels will not be tolerated.





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