

# Infront

## Supplier Code of Conduct

#AllAbout**Sports**

**infront**

## Information

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## Background

At Infront Sports & Media AG and its Group Companies (hereinafter "Infront"), integrity is a core value and driver in every decision and action we take. Not only do we commit to comply with all laws and regulations, as well as to behave in accordance with high ethical standards, but we aim to run and grow our business in a sustainable and conscious manner.

Our employees, customers, suppliers and community are of utmost importance, deserving the maximum degree of respect and fair treatment, and always in compliance with all relevant laws and regulations. As such we will only engage with suppliers who do the same and operate in accordance with the legal and ethical standards of all countries in which they do business.

The following guidelines set forth the framework of acceptable conduct Infront expects from its contractors, consultants, suppliers, vendors, and all other third-party companies that comprise Infront's supply chain ("Suppliers"). These guidelines are based on Infront's commitment to integrity.

## Infront's Commitment to Suppliers

Infront aims to select suppliers in a fair and transparent manner. Any interested supplier can offer its services or products to Infront and has the opportunity to be considered in an applicable Request for Information (RFI), Request for Quotation (RFQ), Request for Proposal (RFP) or similar procurement processes.

## Infront's Expectations from Suppliers

### Compliance with Laws and Regulations

All Infront suppliers are expected to comply with all applicable laws and regulations. Infront's suppliers are also expected to buy products and services only from suppliers that also adhere to all the relevant laws and regulations.

### Ethical Behaviours

All Infront suppliers are expected to behave in accordance with the highest ethical standards, whether specifically linked to laws and regulations or not. In particular, suppliers are expected not to offer, indirectly provide or accept any pecuniary or comparable advantage that may lead to a business advantage.

### **Freedom of Association and Non-retaliation**

Suppliers' employees shall have the right to associate and join trade unions in accordance with the local and relevant legislations without fear of retaliation.

### **Environmental Practices**

All Infront suppliers must act in accordance with all the laws and regulations within the countries they operate, including but not limited to obtaining and maintaining all the relevant environmental permits and suitably handling and disposing of hazardous materials. In addition, suppliers must promote environmentally friendly development of products and service delivery.

### **Occupational Health and Safety Practices**

All Infront suppliers must provide their employees with a safe and healthy work environment in order to proactively avoid accidents, injuries and health implications.

### **Human rights**

All Infront suppliers must respect the protection of internationally recognised human rights and to comply with all the relevant legislations and regulations for the country where they operate.

### **Child Labour**

All Infront suppliers will not employ child labour and will comply with all the local laws and regulations related to this matter. Suppliers will only employ workers who meet the applicable minimum legal requirements in the country where they operate.

## **Applications of this Code**

This Code of Conduct applies to all suppliers who provide goods and services to Infront and shall not be construed or interpreted as a replacement for existing contractual obligations, but rather as the basis and starting point of any suppliers' relationship.

This Code of Conduct was adopted by Infront's General Management Board (GMB) on November 26, 2020 and shall be valid as of November 1, 2020.