

STATEMENT ON COUNTERING SLAVERY AND HUMAN TRAFFICKING

UNITED INTERNATIONAL PICTURES (“UIP”)

This statement has been published in accordance with the UK Modern Slavery Act 2015. It sets out the steps taken by UIP during the financial year ending 28th December 2019 to prevent modern slavery and human trafficking in its business.

OUR STRUCTURE

UIP is jointly owned by two US film studios, Paramount Pictures (Paramount) and Universal Pictures (Universal). Paramount and Universal are major producers and distributors of filmed entertainment.

OUR BUSINESS

UIP’s business is to distribute Paramount and Universal films to cinemas in certain countries around the world where Paramount and Universal do not themselves have a distribution office or licensee. UIP also acquires films for distribution from non-related companies in certain countries and distributes films to non-theatrical venues such as hotels, ships and schools. UIP operates in over 60 territories through a network of local subsidiaries and licensees.

OUR VALUES

In keeping with our core values as reflected in our written code of business conduct (“**Code of Conduct**”), we are committed to acting with integrity in all of our business dealings worldwide and we strive to do business only with those who share our commitment to ethical and lawful business behaviour. UIP has a zero tolerance approach to modern slavery and human trafficking of any kind within its operations worldwide.

OUR COMMITMENT

Code of Conduct

All UIP staff and UIP licensees (on behalf of their employees and representatives) must commit to comply with the Code of Conduct and periodically certify that they have read, understood and complied with the Code of Conduct and our Statement on Countering Slavery and Human Trafficking. The Code of Conduct highlights what UIP considers to be unacceptable supplier practices, which include: (i) employing workers younger than the required minimum age or the age of 16, whichever is higher; (ii) using forced, prison or indentured labour, or workers subject to any form of compulsion or coercion; (iii) failure to observe applicable laws and regulations governing wage and hours, days of service and overtime payments; (iv) failure to provide workers with a workplace that meets applicable health and safety standards; and (v) failure to maintain and enforce policies requiring adherence to lawful business practices, including a prohibition against bribery. The Code of Conduct also underlines UIP’s commitment to engage only suppliers that comply with applicable laws and standards governing labour, health and safety.

Risk Assessment

We consider that that we are generally at low risk of modern slavery occurring within our own business. Our supply chain consists primarily of the acquisition of intellectual property rights. In the course of our business operations, we do contract with some suppliers of physical goods, but this raw materials supply chain constitutes a very small part of our business; we are not aware of, nor do we have any information to suggest that there may be, any inappropriate labour conditions in our supply chain.

Due Diligence

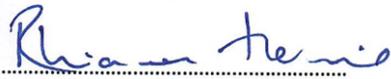
We are committed to legal compliance and ethical business practices in all of our operations worldwide, including improving our practices to combat modern slavery. Our compliance, audit, legal and business operations teams ensure that due diligence is carried out on, and contractual commitments are obtained from, our licensees. We regularly monitor intermediaries and suppliers on an ongoing risk assessment basis.

In accordance with our zero tolerance approach, UIP will immediately investigate any report or allegation involving wrongdoing under the UK Modern Slavery Act and take remedial actions as appropriate.

Training

Modern slavery and human trafficking awareness is part of our online (annual) and in-person training, which is provided to all our staff globally and, in addition, we run bespoke modern slavery and human trafficking training for UIP licensees.

This Statement has been approved by the Board of Directors of UIP on 30 June 2020.

A handwritten signature in blue ink, reading "Rhiannon Harries", positioned above a horizontal dotted line.

Rhiannon Harries
Chief Operating Officer,
United International Pictures

Date: 2 July 2020