

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 31st December 2022 to prevent modern slavery and human trafficking in its business.

OUR STRUCTURE

UIP is jointly owned by two 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: (i) Staff Code of Conduct; and (ii) Business Partner Code of Conduct (together our “**Codes 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

Codes of Conduct

The Codes of Conduct underline UIP’s commitment to engage only suppliers that comply with applicable laws and standards governing labour, health and safety.

All UIP staff must commit to comply with the Staff Code of Conduct and all UIP licensees (on behalf of their employees and representatives) and key suppliers must commit to comply with the Business Partner Code of Conduct.

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 and Contracts

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 and key suppliers. We regularly monitor our licensees and key 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 online compliance training for all our licensees, which covers modern slavery and human trafficking.

This Statement has been approved by the Board of Directors of UIP on 9th June 2023.

A handwritten signature in blue ink, appearing to read 'Rhiannon Harries', is positioned above the printed name and title.

Rhiannon Harries
Chief Operating Officer,
United International Pictures

Date: 14th June 2023