

Storytel's Supplier Code of Conduct

Within the Storytel Group we have an ambition to add value to people's everyday lives through great stories. Our vision is to make the world a more empathetic and creative place with great stories to be shared and enjoyed anytime, anywhere, and by anyone.

In all companies within the Storytel Group ("Storytel") we believe in fair play and ethical business conduct. We work with many different business partners and we choose carefully who we cooperate with. We put a high level of trust in our business partners, not only in their business, but in their corporate values and their ability to conduct themselves fairly in the market. We aim to develop and maintain strong business relationships with suppliers who are committed to ethical standards equivalent to ours.

In this Supplier Code of Conduct (the "CoC") we outline the requirements applicable to companies and individuals ("suppliers") conducting business with, or on behalf of, Storytel. For the avoidance of doubt, a supplier under the CoC also includes the suppliers' subsidiaries, employees, consultants, subcontractors and other representatives ("Supplier").

All business carried out with or on behalf of Storytel should always be conducted in accordance with the CoC and applicable laws and regulations in the country where the business is conducted.

We use Suppliers who abide by the law

At Storytel we strive to create the best possible conditions for our employees to thrive at work and to feel safe. We respect human rights and the interests of employees, customers and third parties. Responsibility is at the core of our business and we follow and respect internationally recognised principles relating to human rights and labor rights. We expect our Suppliers to do the same.

Labour rights

We expect our Suppliers to follow local labor law legislation and to uphold decent labor standards. All employees should be treated with respect and dignity as indicated by internationally recognized principles.

Workplace safety

We expect our Suppliers to provide and maintain a safe and healthy workplace for their employees, visitors, contractors and any subcontractors working on their behalf, in accordance with applicable laws and regulations. Suppliers should work to control hazards and take necessary precautionary measures against accidents and occupational risks. Suppliers should also ensure that workers receive adequate health and safety training and education.

Diversity, equality and non-discrimination

We expect our Suppliers to have fair hiring and employment practices, in accordance with applicable laws and regulations, and to ensure that there is no discrimination based on race, color, age, gender, sexual orientation, ethnicity, disability, religion, political affiliation, union membership or marital status.

We use Suppliers committed to fair business practices

We expect our Suppliers to ensure that they do not engage in any form of bribery or corruption. Suppliers should work against corruption in all its forms and conduct business operations in an ethical and legally compliant manner by maintaining a culture of integrity, transparency and openness. Storytel encourages Suppliers to implement and maintain an anti-corruption program aligned with internationally recognised standards.

We use Suppliers who treat personal data and confidential information responsibly

We expect our Suppliers to respect the right to privacy, and to handle personal data and confidential information responsibly, and in accordance with applicable laws and regulations in relation to all its business with Storytel. We also expect our Suppliers to protect confidential information, including but not limited to trade secrets, strategies, offers, within their organization from unauthorized access, disclosure or misuse at all times and safeguard the confidential information in accordance with our contract with the Supplier.

We use Suppliers committed to protect the environment

We expect our Suppliers to operate in an environmentally responsible and sustainable manner, as well as adhere to applicable laws and regulations. Storytel encourages Suppliers to continuously undertake initiatives that promote greater environmental responsibility, and we expect our Suppliers to conduct business in ways that reduce negative impact on the environment.

United Nations Global Compact

In addition to the above, Storytel is a signatory member of the United Nations Global Compact, meaning that we support the following principles and expect Suppliers to do the same:

Human Rights

1. We support and respect the protection of internationally proclaimed human rights;
2. and make sure that we are not complicit in human rights abuses.

Labour

3. We uphold the freedom of association and the effective recognition of the right to collective bargaining;
4. the elimination of all forms of forced and compulsory labor;
5. the effective abolition of child labour;
6. and the elimination of discrimination of employment and occupation.

Environment

7. We support a precautionary approach to environmental challenges;
8. undertake initiatives to promote greater environmental responsibility;
9. and encourage the development and diffusion of environmentally friendly technologies.

Anti-corruption

10. We work against corruption in all its forms, including extortion and bribery.

The Ten Principles of the United Nations Global Compact are derived from: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

Suppliers should monitor their compliance with this CoC on an ongoing basis. Severe or repeated failure to comply with the standards set out in this CoC may result in Storytel reviewing and potentially terminating parts of, or our entire business relationship with a Supplier.

Information and updates

As our Supplier, you have the responsibility to inform all parts of your organization, as defined above, that are engaged in your business with Storytel, about the content of the CoC, and to implement appropriate processes to secure your compliance.

Storytel aspires to continuously review and update its policies and procedures. Therefore this CoC may be subject to adjustments.

Asking questions and reporting concerns

Storytel encourages Suppliers to ask questions regarding any matter related to this CoC. Any breach of the CoC must be reported to Storytel. Suppliers can contact their Storytel contact or Storytel's Sustainability Team (sustainability@storytel.com) at any time.