

SkyShowtime Limited¹ Modern Slavery Statement

A word from Monty Sarhan, CEO:

SkyShowtime fully supports the prevention and eradication of modern slavery and human trafficking in all their forms.

We are committed to doing whatever we can, including by ensuring that they are not taking place in any part of our organisation or supply chain and by influencing and driving positive change in the countries and communities in which we operate.

Our Modern Slavery Statement reflects our ongoing efforts and commitment to this goal.



Monty Sarhan

Introduction

It is a priority for SkyShowtime to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain and are committed to improving our practices to combat slavery and human trafficking in our business and supply chain. To support this work, in 2023, we hired our first Chief Compliance Officer and had added resources to review SkyShowtime's responsible business practices, and opportunities for improvements. This is our first Modern Slavery Statement ("**Statement**").

SkyShowtime's Business and Organisational Structure

SkyShowtime Limited is a video streaming service provider, active across 22 markets in Europe with its head office in London (UK). We launched our video streaming service in all 22 markets between September 2022 and February 2023. At the end of 2023, SkyShowtime had over 200 employees with local offices in Scotland, the Netherlands, Spain, Hungary, Poland, Sweden and Denmark. SkyShowtime is a joint venture between Sky UK Limited and Paramount Pictures International Limited.

SkyShowtime is comprised of the following business units: Content, Distribution and Partnerships, Brand & Performance Marketing, Product, Human Resources, Business & Legal Affairs, Facilities, Customer Service, Finance, Administration and Strategy. The teams are spread across and operate out of SkyShowtime's eight offices throughout Europe.

Our supply chains

Our supply chains include: content/channel distribution agents, producers and content licensors, and service suppliers, for example, IT services and support, digital marketing providers, market research providers, software solutions, recruitment agencies, professional consulting services,

¹ References to "SkyShowtime", "we", "us" or "our" as used in this Statement refers collectively to SkyShowtime Limited and its subsidiaries.

data analytics providers, payment processors, infrastructure provision, and other similar services.

Our policies on slavery and human trafficking

We understand that our people play a pivotal role in recognising and preventing modern slavery, and so we ensure our policies that refer to modern slavery and its risks are made available to all staff (including contractors), such as the Code of Conduct, and how to report concerns, through the Whistleblowing Policy.

We also clearly set out our expectations of suppliers under the Supplier Code of Conduct, which details, among other things:

- SkyShowtime's zero tolerance on discriminatory, harassing, abusive or threatening behaviour;
- all labour is voluntary, and no unreasonable restrictions are placed on any workers (e.g. limiting movement within/outside the workplace, withholding of any government-issued documents or identification, etc);
- workers are not charged any fees or costs for being recruited, and must not be prevented from or charged for obtaining any sum owed to them;
- all workers meet applicable minimum age requirements, or be at least 16 years of age, whichever is the greater;
- no young workers (as defined under law) be required to undertake night work, overtime, or any hazardous work;
- all workers have the legal right to work in their host jurisdiction;
- local laws and regulations governing the rights of workers to form and join worker organisations are followed at all times; and
- all workers and subcontractors are provided with relevant health and safety training, and have safeguards in place to ensure they work in a safe, secure and healthy working environment.

We will be regularly reviewing our policies and updating as needed.

Due diligence processes for slavery and human trafficking

As part of our efforts to identify and mitigate risk, we conduct checks on all our workers and contractors during the recruitment process to ensure they have the right to work and that they have a valid identification document which we check in person. If the applicant does not have a valid identification document, we will not continue the recruitment process until a valid document is provided.

We have a due diligence process for onboarding any vendors we work with, including adverse media and bribery and corruption risks. We are continuously looking to improve our due diligence process to better identify high risk vendors for slavery and human trafficking as well as developing



processes for addressing identified risks or high-risk vendors. We maintain ongoing monitoring of all suppliers in case any new risks materialise during the course of the relationship.

We also have in place systems to mitigate the risk of slavery and human trafficking occurring in our supply chains by incorporating obligations on our suppliers and channel distribution agents to comply with our Supplier Code of Conduct (as set out above), as well as related contractual provisions.

We are continuing to add to our due diligence efforts to incorporate additional components that may be helpful in identifying or mitigating modern slavery risks.

Training

To increase company-wide awareness of the risks of modern slavery and human trafficking in our supply chains and our business, we have incorporated a Modern Slavery and Human Trafficking training module into our annual compliance training roadmap developed late 2023 and being rolled out during 2024. We also require our channel distribution agents to provide relevant training to their staff and suppliers and providers.

Grievance and Remedy

We have a confidential whistleblowing tool in place and encourage any violations of our policies, or any ethical concerns relating to SkyShowtime and how it operates, to be reported for review and assessment. Reports can be made by any employees, contractors, or external third parties either over the phone, or online through a web portal ([SkyShowtime Listens](#)) and will be investigated, and appropriately remediated (where such concerns or complaints are validated).

We continue to increase awareness among employees of issues related to slavery and human trafficking, including ensuring that reporting mechanisms are sufficiently socialised, trusted and accessible. Our existing process aims to ensure individuals affected would not be victimised further and have a non-retaliation policy in place to protect anyone making a report.

Governance

We have zero tolerance to slavery and human trafficking. To ensure appropriate governance of these matters, a preliminary "Responsible Business" program was in development since late 2023. The primary goal for 2024 is to develop and carry out a risk assessment to identify areas of focus for this program during 2025 and beyond.

We have a dedicated compliance team, led by the Chief Compliance Officer who works cross-functionally with representatives from the following departments:

- Legal (Business & Legal Affairs);
- Finance;
- Human Resources; and
- Procurement.

Further steps

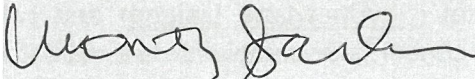
Following a review of the effectiveness of the steps we have taken this year (2023) to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking during 2024:

- Identify risk categories for review and assessment in the area of Responsible Business (including modern slavery and human trafficking);
- Develop a risk assessment methodology to identify and prioritise areas of focus for 2025;
- Review existing due diligence efforts and identify areas of improvement; and
- Establish metrics and key performance indicators to assess program effectiveness in the future.

SkyShowtime keeps its procedures and processes under regular review and will continue its efforts in identifying, preventing and removing any modern slavery and/or human trafficking in its business operations and supply chains.

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's Modern Slavery Statement for the financial year ending 31 December 2023. It was approved by the board of directors on 8 August 2024.

Signed:



Monty Sarhan

Chief Executive Officer

SkyShowtime Limited

Date: 15/8/2024