

# News Corp Supplier Code of Conduct

This Code<sup>1</sup> sets out the standards of behavior that we expect of suppliers conducting business with or on behalf of News Corp and its Business Units (together, “News Corp”).<sup>2</sup> We expect suppliers to read, understand and comply with the standards set forth in this Code.

## 1. Ethics and Compliance

News Corp expects our suppliers, when conducting business with or on behalf of News Corp, to:

- 1.1. operate in full compliance with all applicable laws, including anti-bribery and anti-corruption laws;
- 1.2. act ethically;
- 1.3. maintain accurate and complete financial records;
- 1.4. provide a mechanism for workers to report actual or suspected misconduct without retaliation; and
- 1.5. protect News Corp’s confidential information, intellectual property rights, and customer information.

## 2. Human and Labor Rights

News Corp expects our suppliers to:

- 2.1. ensure that all of their labor is voluntary and avoid supporting or engaging in human trafficking or any form of modern slavery including fraudulent recruitment or coercive treatment of workers;
- 2.2. follow applicable local laws and regulations governing the rights of workers to freely associate, including forming and joining worker organizations; and
- 2.3. foster a work environment (a) that is free of unlawful harassment, intimidation, and discrimination, and (b) where workers have equal opportunities regardless of their race, religion, age, gender, sexual orientation, disability or other characteristic protected by law.

## 3. Health and Safety

---

<sup>1</sup> This Code sets minimum standards for supplier conduct expected by all News Corp Business Units (BUs). Some BUs have chosen to adopt a code that additionally takes into account considerations applicable to that BU’s particular activities and the markets in which it operates.

<sup>2</sup> News Corp has a broad range of suppliers, from corporations providing an array of multi-year services to individuals supplying a service on a single occasion. News Corp recognizes that some of the standards set forth in this Code may not be feasible or practicable for all suppliers. We expect suppliers to meet the standards set forth in this Code to the fullest extent feasible and practicable. If a supplier has questions as to how this Code applies, the supplier should reach out to News Corp Global Sourcing.

News Corp expects our suppliers to:

- 3.1. provide a secure, safe and healthy working environment;
- 3.2. comply with all local regulations and standards related to work, health and safety;
- 3.3. have systems and practices in place to report and respond to health and safety concerns and incidents, including emergencies and business continuity events;
- 3.4. provide employees with resources and training, in their primary language, to conduct their work in a safe manner; and
- 3.5. continually review and, where necessary or appropriate, improve their health and safety performance.

#### **4. Sustainability**

News Corp expects our suppliers to:

- 4.1. comply with all applicable environmental laws and regulations, including but not limited to, obtaining and maintaining all required environmental permits and registrations and related reporting requirements;
- 4.2. commit to meeting News Corp's requirements regarding product and packaging labeling, including material content, recycling and disposal, where applicable and per guidelines provided by Business Units;
- 4.3. comply with News Corp's [Global Paper Sourcing policy](#) for paper suppliers; and
- 4.4. disclose scope 1, 2 and 3 greenhouse gas (GHG) emissions via CDP or directly to News Corp if requested.

News Corp additionally encourages its suppliers, particularly those with a high carbon footprint, to:

- 4.5. set targets to reduce greenhouse gas emissions across both the supplier's operations and value chain, and be encouraged to use the Science Based Target initiative (SBTi) Net Zero standard;
- 4.6. review and implement where appropriate the use of renewable energy, and ultimately target 100% renewable energy use;
- 4.7. implement a systematic waste management program for their operations, products and packaging, and eliminate single-use plastics where appropriate; and
- 4.8. engage their own suppliers to commit to sustainable actions to reduce their environmental impact.

In the event that a supplier does not meet one or more of the expectations set out above, the supplier must promptly notify News Corp Global Sourcing at [globalsourcing@newscorp.com](mailto:globalsourcing@newscorp.com).

All suppliers and their workers may report concerns about the supplier's compliance with the expectations set out in this Code via the News Corp Alertline. The News Corp Alertline is accessible through a secure website as well as a dedicated, domestic/international toll-free telephone number, which can be found by visiting <https://newscorp.alertline.com>. Suppliers must not retaliate against any of their workers who, acting in good faith, report concerns.

Adherence to the expectations set forth in this Code will be considered in making sourcing decisions. In the event that News Corp determines that a supplier has not met or no longer meets one or more of the expectations set forth in this Code, News Corp will take appropriate action to the extent possible under local law and any applicable contract.