



NASPERS

Supplier Code of Conduct

Naspers is committed to doing business in an ethical, legal and socially responsible way.

Naspers is committed to the United Nations (UN) guiding principles on Business and Human Rights as well as the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, the UN Declaration of Human Rights, the UN Global Compact, and the principles as set out in the Organisation for Economic Co-operation and Development (OECD) guidelines for Multinational Enterprises.

We are mindful of the opportunity that we have to influence our supply chain partners through our supplier and purchase decisions. Therefore, we expect a commitment to a minimum human rights standard, that is consistent with our own commitments, from any company who seeks to qualify as a supplier to Naspers.

We believe that by working together, we can create a positive impact on our stakeholders and the environment. This Code of Conduct sets out minimum standards of business that we expect from all of our suppliers. We may request information from time to time to confirm compliance with this Code of Conduct. Failure to comply with this Code of Conduct may result in a review of a supplier's relationship with us.

We expect our suppliers to:

1. Compliance with laws

- Comply with applicable laws and regulations.

2. Human rights

- Comply with human rights legislation and ensure they are not exposed to, or complicit in, human rights violations.
- Not condone labour below the relevant legal minimum age requirements.
- Not tolerate child labour (being work that deprives children of their childhood, their potential and their dignity, and that is harmful to their physical or mental development including by interfering with their education).
- Not condone any form of forced labour.
- Respect the freedom of employees to establish or join organisations of their choice.
- Provide legal, fair and balanced working conditions.

3. Business ethics

- Comply with applicable anti-bribery and anti-corruption laws and regulations.
- Apply zero tolerance to bribery or corruption.
- Be committed to preventing unethical business practices.
- Compete fairly and ethically within the framework of applicable competition laws.

4. Respect and diversity

- Respect and promote diversity.
- Be committed to providing a respectful, safe and secure environment that is free from all forms of harassment and discrimination.

5. Health and safety

- Be committed to providing a safe and healthy work environment by following environmental, health and safety rules and practice.

6. Environmental responsibility

- Monitor compliance with environmental laws and regulations.
- Reduce environmental impact and improve resource efficiency.
- Work towards measuring and sharing emissions and energy consumption data.
- Take action to prevent pollution and implement waste management practices.