

Panavision Supplier Code of Conduct

Panavision values relationships with suppliers that are committed to manufacturing Panavision products under fair and safe labor conditions, and have implemented policies that prohibit human trafficking and slavery, harassment, abuse and discrimination in the workplace as well as bribery, corruption and extortion in the conduct of their business. Accordingly, in order to do business with Panavision, we require that our suppliers and subcontractors comply with our Supplier Code of Conduct. Panavision may elect to end its business relationship with a supplier if we determine that a particular supplier does not comply with our Supplier Code of Conduct.

1. **Prevention of Involuntary Labor:** Suppliers shall not use any form of forced, bonded, indentured or prison labor. Employees shall not be required to surrender any government-issued identification, passports or work permits as a condition of employment.
2. **Child Labor:** Suppliers shall not hire employees younger than 15, or the minimum age for completing compulsory education, or the minimum age of employment required by law in the country of manufacture, whichever is higher.
3. **Harassment and Abuse:** Suppliers shall be committed to a workplace free of harassment and abuse. Suppliers shall uphold the human rights of its employees, and treat every employee with respect and dignity. Suppliers shall not subject any employee to harsh or inhumane treatment, including physical, sexual, psychological, or verbal harassment or abuse.
4. **Antidiscrimination:** Suppliers shall not discriminate against any employee in hiring and employment practices based on race, gender, age, religion, marital status, disability, sexual orientation, nationality, political opinion, social or ethnic origin or any other condition that could give rise to discrimination.
5. **Health and Safety:** Suppliers shall comply with applicable laws and regulations regarding workplace health and safety. Suppliers shall be committed to creating safe working conditions and a healthy work environment for all employees.
6. **Ethical Standards:** Suppliers are held to the highest standards of integrity. Bribery, corruption and extortion, in any form, are strictly prohibited.