

Supplier Code of Conduct

Version 1.0 – June 2026

Introduction

We, LUX FUX Media GmbH (hereinafter referred to as “LUX FUX”), are committed to compliance with applicable laws, social responsibility, environmental awareness, and fair and respectful business conduct. We strive to balance economic success with environmental and social responsibility and expect the same commitment from our business partners.

This Supplier Code of Conduct establishes the foundation for cooperation between LUX FUX and its suppliers, freelancers, subcontractors, and other business partners (collectively referred to as “Partners”).

Our Partners are expected to comply with the principles set forth in this Code of Conduct and, where appropriate, communicate and promote these principles within their own supply chains. Compliance with all applicable laws and regulations, particularly regarding labor standards, human rights, data protection, health and safety, environmental responsibility, and business ethics, is a fundamental requirement.

This Supplier Code of Conduct is guided by internationally recognized principles of responsible business conduct, including the principles of the United Nations Global Compact, the core conventions of the International Labour Organization (ILO), the Universal Declaration of Human Rights, and the OECD Guidelines for Responsible Business Conduct.

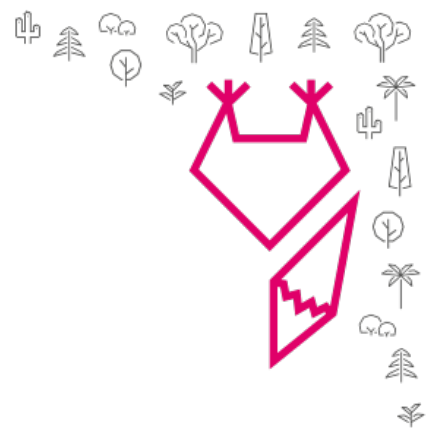
The principles outlined in this Supplier Code of Conduct represent minimum standards. Where applicable laws, regulations, or contractual obligations impose higher standards, those standards shall prevail.

1. Compliance with Laws

Partners shall comply with all applicable laws, regulations, and official requirements in the jurisdictions in which they operate.

This includes, but is not limited to, laws relating to employment, taxation, social security, data protection, intellectual property, competition, and occupational health and safety.





2. Human Rights and Respectful Conduct

LUX FUX expects all Partners to treat employees, customers, business partners, and other stakeholders with respect, professionalism, and fairness.

Discrimination, harassment, intimidation, or any form of abusive behavior will not be tolerated. No person shall be disadvantaged on the basis of gender, age, ethnic origin, nationality, religion, belief, disability, sexual orientation, or any other legally protected characteristic.

Partners are expected to respect and support internationally recognized human rights.

3. Prohibition of Child Labor and Forced Labor

Partners shall reject and prohibit all forms of child labor, forced labor, compulsory labor, human trafficking, or any other form of involuntary work.

Employment relationships must be based on free choice and comply with all applicable labor laws and regulations.

4. Fair Working Conditions

Partners shall provide fair and lawful working conditions in accordance with applicable legislation.

Where employees are engaged, legal requirements regarding wages, working hours, rest periods, and other employment conditions must be respected.

5. Health and Safety

Partners shall provide a safe and healthy working environment and take appropriate measures to prevent accidents, injuries, and health risks.

Particular attention should be given to activities involving production environments, events, filming locations, travel, or other situations presenting elevated safety risks.

6. Data Protection and Confidentiality

Partners shall protect confidential information, trade secrets, and personal data against unauthorized access, use, or disclosure.

Personal data must be processed in accordance with applicable data protection laws, including the General Data Protection Regulation (GDPR), where applicable.





Confidential business information obtained during the course of cooperation with LUX FUX must not be disclosed to third parties without authorization.

7. Integrity, Anti-Corruption and Fair Competition

LUX FUX expects its Partners to conduct business honestly, transparently, and with integrity.

Bribery, corruption, improper payments, facilitation payments, or any other unethical business practices are strictly prohibited.

Business decisions shall be based solely on objective and legitimate business considerations.

Partners shall also comply with all applicable competition and antitrust laws.

8. Environmental Responsibility

Partners are encouraged to minimize environmental impacts arising from their activities and to use resources responsibly.

This may include reducing waste, conserving energy, limiting unnecessary travel where appropriate, and considering environmentally friendly alternatives whenever reasonably possible.

LUX FUX does not require formal environmental management systems but supports sustainable and environmentally conscious business practices.

9. Responsibility within the Supply Chain

Where Partners engage their own suppliers, freelancers, or subcontractors, they should communicate the principles of this Supplier Code of Conduct and encourage compliance with comparable standards.

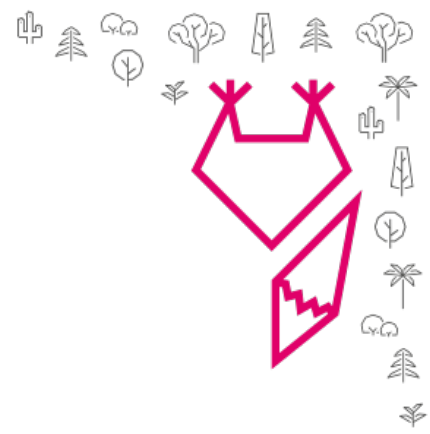
Legal, ethical, and social considerations should be taken into account when selecting and managing business partners.

10. Intellectual Property and Protection of Third-Party Rights

Partners shall respect intellectual property rights, copyrights, trademarks, and other proprietary rights of third parties.

Only materials, content, software, and other assets for which the necessary rights and permissions have been obtained may be used in the performance of services.





11. Compliance and Cooperation

LUX FUX reserves the right to request information or clarification where there are reasonable indications of significant violations of this Supplier Code of Conduct.

Partners are expected to cooperate appropriately in addressing and resolving such matters.

Serious or repeated violations may result in the restriction or termination of the business relationship.

12. Final Provisions

This Supplier Code of Conduct outlines the fundamental expectations of LUX FUX towards its business partners.

By accepting an assignment, entering into a contract, or continuing a business relationship with LUX FUX, the Partner acknowledges this Supplier Code of Conduct and agrees to comply with its principles.

LUX FUX Media GmbH

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