

LE GROUPE
CIRQUE DU SOLEIL™
ENTERTAINMENT GROUP



SUPPLIER CODE OF CONDUCT

Prepared by: Procurement Department
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I. GOALS AND PURPOSE

1.1 INTRODUCTION

Cirque du Soleil Entertainment Group (“CDSEG”) recognizes the importance of ethical and sustainable procurement practices. As a responsible corporate citizen, it is committed to ensuring that its procurement activities align themselves with its environmental and social values. This *Supplier Code of Conduct* (“Code”) outlines the standards expected for its suppliers, including their representatives, employees, and subcontractors, (collectively the “Suppliers”), to adhere to in their business operations. By working with CDSEG, Suppliers agree to comply with the principles and standards set forth in this Code.

The principles of this Code are based on the UN Sustainable Development Goals, the UN’s Universal Declaration of Human Rights, the UN’s Guiding Principles on Business and Human Rights and the standards set out by the International Labour Organization (“ILO”).

1.2 PURPOSE

The purpose of the Code is to articulate CDSEG’s ethical, legal, environmental, and social expectations from its Suppliers. Suppliers shall meet or exceed the requirements set forth in this Code. Consistent with the *Responsible Procurement Policy*, this Code is based upon generally accepted standards of ethical business conduct.

II. STATEMENT

- Suppliers must always carry out their business in a manner that complies with all applicable local laws where services or goods are provided.
- Should the principles outlined in this Code and local laws touch on the same issues, the highest standard will apply.
- CDSEG is committed to implementing an approach based on collaboration and dialogue with its Suppliers and use a system to control and verify the implementation of this Code. Suppliers’ stated ESG-related practices may be subject to verification by CDSEG or a third party.
- In the case of any failure to comply with this Code or any breach of this Code, Suppliers are expected to promptly take corrective action to address such failure or breach.
- Any non-compliance with the Code may be considered a breach of contract by CDSEG.



III. PRINCIPLES

3.1 ENVIRONMENTAL CRITERIA

Suppliers must act in a way that is environmentally responsible by demonstrating a concerted effort to improve their performance in this respect and by demanding the same of their suppliers. This includes but is not limited to:

- Considering environmental impacts and dependencies when making business decisions, or when designing and developing products or services;
- Respecting the legal requirements pertaining to environmental compliance;
- Implementing measures to prevent and reduce adverse environmental impacts, including but not limited to greenhouse

gas (GHG) emissions (CO2e), water pollution, ecosystem degradation, and noise pollution;

- Supporting CDSEG in reporting on its Scope 3 GHG emissions related to purchasing of goods or services (Category 1, GHG Protocol);
- Ensuring that their environmental performance and their suppliers' is continuously improving, including but not limited to implementing measures to improve its management of water, energy, and residual and hazardous materials;
- Overseeing and optimizing their supply chain and that of their suppliers, including working with suppliers and sub-contractors that have certifications, when applicable

and relevant, such as ISO 14001, LEED, Energy Star, Forest Stewardship Council (FSC), Cradle to Cradle, Green Seal;

- Establishing water management goals and engaging stakeholders in promoting water stewardship throughout their supply chain.

3.2 SOCIAL CRITERIA

Labour and Human Rights

Suppliers must act in a responsible manner in regards to labour management and demonstrate a commitment in understanding and respecting all applicable laws, UN Guiding Principles on Business and Human Rights and ILO standards and by requiring the same commitment from their suppliers and sub-contractors.

Being partially Canadian based and operated, some of CDSEG's legal entities must comply with the *Act to enact the Fighting Against Forced Labour and Child Labour in Supply Chains Act and to amend the Customs Tariff* (also known as Bill S-211). CDSEG expects full compliance from its suppliers subject to this Bill S-211.

Child Labour

No child below the age required to complete compulsory education in the country where the work is performed shall be engaged in labor. Additionally, individuals under the age of 18 should not be employed during nighttime hours or in hazardous conditions.

Suppliers are required to establish, engage in, and support policies and programs aimed at facilitating the transition of any child from performing child labour to allowing such child to receive quality education. The objective is to ensure that the child receives a quality education until they are no longer considered a child. These policies and procedures must adhere to the relevant ILO standards.

Forced Labour

There shall not be any use of forced labour, whether in the form of prison labour, indentured labour, bonded labour or otherwise, directly from the Supplier or through third party vendors or supply chains. Employees should not be obligated to surrender their identity papers to their employer, and employees must have the freedom to terminate their employment with reasonable notice at all times.

Suppliers shall recognize and respect the right of employees to freedom of association and collective bargaining.



III. PRINCIPLES CONT.

Health and Safety

Suppliers are expected to comply with all applicable health and safety laws and perform all services in a diligent manner in respect of health and safety matters. Suppliers are obligated to ensure a secure and healthy work environment, implementing necessary measures to prevent accidents and injuries related to or occurring during work. This involves minimizing the inherent hazards in the working environment.

All employees or subcontractors of the Suppliers are entitled to convenient and safe access to clean toilet facilities and potable water. If applicable, sanitary facilities for food storage should also be made available.

In instances where accommodation is provided, accommodation must be clean, safe, and adequately meet the basic needs of the workers.

Discrimination

Supplier shall make sure that there is no discrimination in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, neurotype, sexual orientation, nationality, political opinion, or social or ethnic origin.

Hours of work

Suppliers must comply with all applicable laws. Employees shall be compensated for overtime hours in accordance with applicable laws.

Harassment or abuse

Every employee of the Suppliers shall be treated with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment or abuse.

Diversity

Suppliers shall exert commercially reasonable efforts to identify and allocate business opportunities to, or enhance the volume of business awarded to, diverse suppliers, including but not limited to those owned by minorities¹, women, LGBTQ2S+ individuals, Indigenous peoples², First Nations, Inuit, Métis, and persons with disabilities. Diverse suppliers may also include businesses from underrepresented communities or those with diverse cultural backgrounds.

Gender equity

Suppliers shall be able to demonstrate commitment to gender equity through dedicated gender-explicit policies and/or the formalization of confidential complaint procedures or other mechanisms that uphold the protection of gender equity principles. Examples of such policies include equal pay for equivalent work, promotion of women and non-binary individuals to leadership positions, and the implementation of family-friendly policies such as flexible working hours and parental leave.

¹ Cirque du Soleil Entertainment Group uses the [Employment Equity Act's](#) definition to identify minorities; persons, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.

² Based on the principles of [The United Nations Declaration on the Rights of Indigenous Peoples](#)



III. PRINCIPLES CONT.

3.3 GOVERNANCE

Ethics

Suppliers must act in accordance with and demonstrate compliance with all applicable laws and ethical codes prohibiting criminal conduct, including bribery, corruption, fraud, and human rights abuses. They shall take proactive measures to identify, assess, and mitigate any wrongdoing in these areas.

Transparency

Suppliers are expected to uphold obligations of transparency in their business practices and to collaborate with CDSEG to comply and provide information on the above-mentioned principles.

Integrity

Suppliers shall maintain high standards of courtesy, professionalism, ethics, and honesty in all their interactions with customers (including CDSEG), shareholders, suppliers, employees, governments and the community.

Competition

Suppliers shall conduct business in line with fair competition and antitrust laws. It is strictly prohibited for a Supplier to threaten a competitor with price-related retaliation or suggest predatory pricing practices. Joining forces with a competitor to organize a boycott of a third party by refusing to buy its products or sell its services is also prohibited.

Conflicts of Interests

Suppliers are naturally involved in business relationships with people and organizations in addition to CDSEG. It is expected that these relationships will not, and will not reasonably appear to, compromise Suppliers' relationship with CDSEG or Suppliers' ability to make impartial and objective business decisions in connection with the supply of goods and/or services to CDSEG.

Privacy and Information Security

Suppliers shall protect, and shall not improperly disclose, confidential, sensitive and non-public business information about CDSEG, including, but not limited to, information about its employees, customers and suppliers, as well as financial or business-related information.

Suppliers must comply with applicable laws and regulatory requirements regarding information security, data protection and privacy when collecting, storing, processing, transmitting and deleting information. They must consider the need to protect the confidentiality, integrity and accessibility of information.

Suppliers must comply with contractual requirements regarding information security, as well as data protection and destruction.

Responsible Sourcing of Materials

Suppliers are expected to ensure that materials supplied to CDSEG are sourced responsibly. Suppliers shall evaluate the origin or source of their materials throughout their supply chains to reasonably assure that they have not been obtained in any illegal or unethical manner.

Data Management

Suppliers are expected to retain any documentation in order to be able to demonstrate their compliance with the *Supplier Code of Conduct* in accordance with applicable laws and the terms of their Supplier contract.

Suppliers should track and document their complete supply chain, including all components and raw materials, and must make such information available to CDSEG upon request.

Intellectual Property

Suppliers are expected to respect the intellectual property rights of CDSEG and others, and to comply with their contractual and other obligations pertaining to intellectual property rights.

Usage of Cirque du Soleil Entertainment Group Content

Suppliers cannot use CDSEG trademarks, logos or other content, even if such content relates to or illustrates the Supplier's work or products, in violation of its contractual obligations towards CDSEG and without having obtained the prior written approval from CDSEG.

A Supplier may refer to "Cirque du Soleil Entertainment Group" (in letters only and without logo) in its clients' list, including on its website.



IV. AUTORITÉ

Reporting Violations

Any person with reason to believe that a Supplier is exhibiting inappropriate, illegal or unethical behavior, or is participating in any activity that violates this Code can report any violations anonymously via:

Tel : 1-833-365-4988

Online at

<https://www.clearviewconnects.com/Home.htm?org=cdseg&lang=en>

The application of this Code is implemented and monitored by the CDSEG's Procurement department and is supported by the Health, Safety and Sustainability department of CDSEG.



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