

Viacom policy **PROHIBITS** all of the following conduct:

- The offering or giving of direct or indirect, improper payments, gifts or other things of value, to any domestic or foreign government official or employee, as well as their representatives, agents or family members;
- The offering or giving of money, discounts, entertainment, meals, transportation, gifts or other favors or personal benefits to Viacom employees, other than as appropriate and necessary to fulfill the supplier's contractual obligations;
- Anti-competitive business practices and non-adherence to applicable local and international antitrust laws;
- The incorporation into any products we may manufacture or contract to manufacture of "conflict minerals," which are minerals smelted into tin, tantalum, tungsten and gold sourced from the Democratic Republic of Congo or adjoining countries, without prior written authorization;
- Use of Viacom's name, assets (including, without limitation, intellectual property such as any Viacom trademarks or logos), facilities or services without prior written authorization or for any improper purpose;
- Disclosure of confidential and proprietary information to any third party (including, without limitation, the press) without prior written authorization;
- Improper discrimination in the work environment;
- Acts of sexual, physical, mental or any other form of harassment, abuse or improper behavior in the workplace and in any work-related setting outside the workplace, such as during business trips, business meetings and business-related social events; and
- Acting in any way that could assist, or could be considered to assist, another person or entity to deliberately and dishonestly evade their obligations to pay tax and/or commit a tax evasion offence, or that would be contrary to any applicable local and international tax laws and regulations.

Viacom cooperates with law enforcement authorities in the proper execution of their responsibilities. Viacom also collaborates with its suppliers on educational programs and other efforts to enhance legal compliance on the part of their industries.

If it is found that a supplier has committed one or more violations of this policy, Viacom will take appropriate action to the extent enforceable under local law. Such action may range from working with the supplier to ensure that steps are taken to address the violations and prevent their reoccurrence, to canceling the affected contract, terminating the relationship with the supplier, making disclosures to law enforcement or regulatory authorities and commencing legal action against the supplier or other actions as warranted.

For any questions regarding Viacom's Supplier Compliance Policy, please contact a [Viacom Compliance Officer](#).