

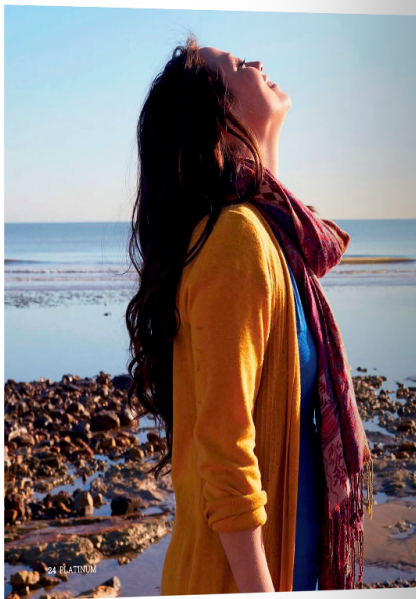
Readly Supplier Code of Conduct

October, 2024



Stress less

It ages us, increases our chance of serious illness and can wreak havoc with our working life and relationships. But you don't have to succumb to its ill-effects.



Heidi Scrimgeour discovers how to achieve a life less stressful. The



Ready operates with the highest ethical standards and in compliance with all applicable laws and regulations in the countries where our service is available. Our specific commitments are detailed in our Code of Conduct which is available on our website at <https://corporate.readly.com/about-us/sustainability/>

What we expect of ourselves we also expect from those we do business with and those who are connected to us in any way. Mutual respect and trust are important to us and guide us when choosing partners.

We require all our suppliers and business partners (jointly referred to as “Suppliers”) to also support and comply with the principles set out in this Supplier Code of Conduct.

By signing a contract with Ready or accepting a purchasing order, the Supplier acknowledges its acceptance of the Supplier Code of Conduct and confirms its intention to comply with its requirements.

Legal compliance

Suppliers shall comply with all applicable laws, rules and regulations in the countries where they carry out business activities.

Child labour / Human rights

Suppliers are expected to not participate in the exploitation of children (including child labour), physical punishment, forced or prison labour or human trafficking and to generally respect the human rights of their employees and to treat them with dignity and respect. This applies to all workers, including temporary, migrant, student, contract, direct employee, and any other type of worker.

People should without distinction, have the right to join or form trade unions of their own choosing and to bargain collectively. Ready considers the function of trade unions and employee representative bodies to be of vital importance and suppliers should act in support of their formation and activities within relevant local regulations.

Diversity & equal opportunity

Suppliers are expected to treat their employees in a manner that does not discriminate based on gender, nationality, religion, race, age, disability, sexual orientation, political opinion, union membership, or social or ethnic origin, to foster diversity and equality in general and, specifically, comply with all applicable anti-discrimination laws, rules and regulations in the countries they operate in. We encourage all our Suppliers to set up a strategy to leverage diversity, equity and inclusion.



Fair treatment

Suppliers shall ensure that no employee is subject to physical, sexual, psychological or verbal harassment, intimidation or abuse. Employees shall be informed about and understand their employment conditions. Pay and terms shall be fair and reasonable and comply, at a minimum, with applicable laws or industry standards, whichever is higher. We stand by a maximum standard working time of 48 hours per week and eight hours per day. In several exceptional cases, working time is allowed to exceed these limits, as long as daily working time remains not higher than ten hours, and weekly working time not higher than 56 hours.

Health & safety

Suppliers are expected to adhere to, and comply with, all applicable local Health and Safety laws, rules and regulations in the countries they operate in.

Intellectual property and confidentiality

Suppliers are expected to respect third party intellectual property rights and protect Readly's confidential information in accordance with the provisions of any contract entered into between Readly and the Supplier.

Privacy & data protection

Suppliers shall collect, process, store and use personal data in accordance with all applicable laws, rules and regulations in the countries they operate in.

Bribery and Corruption

Bribery and corruption are unethical and unacceptable and not tolerated by Readly. We believe in integrity and fair dealing and we require our Suppliers to also comply with all laws, rules and regulations governing bribery and corruption in all the countries they operate in.



Fair Competition

We expect our Suppliers to commit to free and open competition and adhere to relevant competition laws wherever they carry out business activities. [Our Suppliers may not enter into discussions or agreements with competitors concerning pricing, market sharing or other similar activities.]

Ethical content

It is important to Readly that the content we provide through third party publishers is relevant to our audience and in line with our ethical standpoints. Our content team vet all magazines manually before coming on our platform. Suppliers of magazine content must comply with three levels of requirements;

- Legal compliance: the content needs to comply with local laws and regulations. The publisher has ultimate legal responsibility for the content they produce.
- Global reach: any content must meet App Store and Google Play standards. Readly uses geo blocking if there are country specific differences in ethical standards.

Readly's content team continuously vet all magazines manually to make sure that the content we provide is relevant to our audience and in line with our ethical standpoints. We use our parental control function when needed.

Environment

Suppliers shall always operate in full compliance with all applicable environmental regulations, laws and standards in the countries they operate in. Suppliers are encouraged to use renewable energy sources, reduce waste and emissions and to engage in the development and use of climate-friendly products and processes to reduce power consumption and greenhouse gas emissions as much as possible.



Contact

All Readly Suppliers are encouraged to ask questions regarding any matter referred to in this Supplier Code of Conduct.

In case of any questions, please reach out to our Chief Financial Officer, Johan Adalberth, johan.adalberth@readly.com.