



Supplier Code of Conduct

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1 Introduction

Fury is committed to respecting and ensuring compliance with ethical principles and the protection of human rights and the environment throughout the Fury supply chain. This Supplier Code of Conduct aims to ensure such compliance with international standards and to educate our suppliers and partners to our expected minimum values.

Suppliers shall comply with all applicable laws and regulations. Where reference is made to "all laws and regulations" in this Supplier Code of Conduct, this includes national and local laws and regulations, as well as treaties, standards and applicable voluntary industry norms.

If matters covered by this Supplier Code of Conduct are also covered in a contract between Fury and the Supplier, the highest standard shall apply. This Supplier Code of Conduct is subject to change. In this Supplier Code of Conduct the term "shall" indicates a requirement and the term "encourage" does not indicate a requirement.

In the event of non-compliance with the minimum standards, Fury will work together with the relevant Suppliers to take corrective action within an appropriate timeframe. If a Supplier is not able or fails to correct the noncompliance, Fury may end the relationship

2 Business Ethics

2.1 Anti-corruption and ethical business practices

Suppliers shall conduct their business complying with all anti-corruption laws applicable in any country in which the Supplier manages operations or provides services. Corruption is generally defined as soliciting, promising, authorizing, offering or accepting, directly or indirectly, an undue advantage of any sort (financial or otherwise), from a person (customer, supplier, intermediary, partner, public officials...) in order for the recipient of this undue advantage to perform, delay or omit to perform an act within the scope of their duties.

Suppliers shall act with integrity by respecting ethical business practices. Suppliers shall condemn and act against any form of corruption (including bribery, extortion, embezzlement and influence peddling) including actions that could be construed as such. Suppliers shall strictly prohibit their employees and staff from granting, offering or giving any undue advantages to anyone (including a company, a private individual, employee or representative of a governmental entity of any country) for the purpose of obtaining preferential treatment or an undue advantage in the conduct of business.

2.2 Anti-Fraud and Financial Integrity

Suppliers shall conduct business with honesty and transparency and shall not engage in any form of fraud or financial misrepresentation. This includes, but is not limited to:

- Falsification of invoices, expenses, timesheets or financial records
- Misrepresentation of services delivered or costs incurred
- Procurement manipulation or undisclosed conflicts of interest



- Theft or misuse of assets or intellectual property
- Any other dishonest activity intended to secure financial gain or advantage

Suppliers must maintain accurate records and cooperate with any reasonable request by Fury for information necessary to verify compliance with this Code.

2.3 Conflicts of interests

Suppliers shall refrain from any conflict of interest that could alter the objectivity and independence of judgment in the course of their business relationship with Fury. Suppliers shall disclose any potential or actual conflict of interest to Fury. A conflict of interest arises when a person's private interests influence that person's decisions or actions at work. A conflict of interest can be actual, potential or perceived

2.4 Gifts and invitations

Suppliers shall avoid any exchange of gifts in order to gain an unfair competitive advantage (including cash or cash equivalents, entertainment, gift cards, product discounts and non-business activities). Fury imposes some restrictions on gifts and invitations with its suppliers, in terms of value and timing. Suppliers shall avoid offering high-value gifts and shall refrain from offering gifts to Fury or Fury employees at inappropriate times such as during a bid or a selection process, a negotiation, or the signing or renewal of contracts. Fury encourages its suppliers to have a process to investigate and report any violation of this policy.

2.5 Supplier Competition

Suppliers shall deal fairly with each of its partners. They shall engage in open and competitive bidding, and not enter into formal or informal anticompetitive arrangements or price fixing.

2.6 Anti-money laundering

Suppliers shall commit to prevent money laundering in all its forms. They shall ensure that their transactions are transparent and accurate. All behaviours of fraud and dishonesty shall be prohibited.

2.7 Information Transparency

Suppliers shall provide clear and accurate information on the methods and resources used in the making or producing of products sold or services provided if requested. Suppliers shall not make any misleading claim, and shall share all information useful to Fury in order to guarantee this Supplier Code of Conduct is respected and upheld.

2.8 Confidentiality, communicating and acting on behalf of Fury

Suppliers shall be vigilant when communicating and acting on behalf of Fury. They shall ensure that their public statements respect their commitment to confidentiality and professional secrecy, and they shall not speak on behalf of Fury (or using Fury's name or logo) unless expressly allowed to do so in writing.

2.9 Protection of intellectual property



Suppliers shall respect all the applicable laws regarding intellectual property rights and the intellectual property of Fury, its clients and partners.

2.10 Data Protection and Privacy

Suppliers shall protect consumer, client and employee personal data in accordance with local data protection laws and best practice. Suppliers shall respect the privacy of their staff as well as those whose personal data Fury entrusts to them when providing products or services.

2.11 Trade Sanctions and Export Controls

Suppliers shall comply with all applicable international trade laws and sanctions regimes, including those imposed by the United Kingdom, European Union, United Nations and other relevant authorities. Suppliers shall not engage in business with individuals, entities or jurisdictions subject to applicable sanctions where such activity would violate relevant laws or regulations.

3 Human Rights

At Fury we are committed to operating with respect for people's fundamental dignity and their human rights. We expect the same commitment from our suppliers and require them to meet all applicable laws, as well as international labour standards, and maintain the following standards, including the core Conventions of the International Labor Organization ("ILO") and legislation prohibiting slavery and human trafficking.

3.1 Child Labour and Young Workers

Suppliers shall ensure that their hiring practices are inline with all relevant national law and with the ILO Conventions related to child labour and young workers (ILO C138, ILO C182 and ILO R146). In this regard, Suppliers shall prohibit employment of child labour and shall ensure young workers are not exposed to hazardous working conditions or to working conditions that are likely to jeopardize their health, safety, or moral wellbeing. Suppliers shall have an appropriate mechanism to check the age of workers and to ensure they are compliant with ILO standards and with local regulations.

3.2 Modern Slavery and Forced Labour

Suppliers shall not employ individuals against their will. Suppliers shall comply with all applicable laws and with the ILO Conventions related to the prohibition of forced labour (ILO C029). Suppliers shall ensure that all work is voluntary and prohibit the trafficking of persons or any form of slavery, forced, bonded or exploitative prison labour.

Suppliers shall guarantee the freedom and right of employees to resign. Suppliers shall not retain the possession or control of the original identification papers of their workers (passports, identity papers, travel documents and other personal legal documents). Suppliers may only ask for copies of workers' original identification papers.

Suppliers shall prohibit the use of violence as a disciplinary sanction for their employees

3.3 Non Discrimination

Suppliers will comply with all applicable laws relating to the recruitment of employees and prohibition of discrimination, and with the related ILO Conventions (including ILO C181 and ILO



C111). The Supplier treats people equally and fairly, based on the principle of non-discrimination. The Supplier respects cultural and individual diversity and promotes inclusiveness. The Supplier employs, rewards and promotes based on the principle of equal opportunity, without distinction according to race, colour, gender, sexual orientation, religion, national or social origin, age and disability. This means that the Supplier makes employment decisions, including hiring, placement, promotion, development, training and compensation, based on factors such as qualifications, experience, performance, skills and potential.

3.4 No harassment

The Supplier will not tolerate physical, verbal, sexual or psychological harassment, bullying, abuse or threats in the workplace. Any inappropriate behaviour should be reported and a culture of whistle blowing promoted.

Suppliers are encouraged to have clear rules on anti-harassment and antidiscrimination matters and to raise awareness and train their employees and managers on what behaviour is acceptable or not, and what they can do to avoid different forms of discrimination, harassment and retaliation.

3.5 Freedom of association and the right to collective bargaining

Suppliers shall recognise and respect the rights of their employees to form or join (or refrain from joining) trade unions or organisations of their own choosing within the appropriate national legal framework. Suppliers shall also respect the rights of workers to communicate openly with management and to be protected from adverse consequences.

3.6 Working hours and resting time

The Supplier will always comply with local laws, regulations and local customs with regard to working hours and overtime. The Supplier recognises the right to sufficient rest and leisure, and therefore aims to prevent their employees from working excessive hours

3.7 Wages and benefits

The Supplier pays its employees fair wages for work performed. The Supplier observes the statutory minimum wage set in the country in which it operates. Where the statutory minimum wage is non-existent or not sufficient to meet basic needs, the Supplier strives to pay employees enough to ensure a decent standard of living enough to satisfy basic needs for the employee and their families. Suppliers shall comply with applicable law and with the ILO Conventions related to paid leave and to parental leave.

4 Sustainability and the Environment

Fury takes its responsibility for protecting the environment seriously and is committed to reducing its own environmental impact. Suppliers should be compliant with local environmental laws and regulations, including those relating to waste disposal, pollution, discharges and air emissions. Suppliers are expected to reduce the environmental impact of their manufacturing process, products and/or services and their waste emissions, employing best practices for sustainability and the environment.

Fury may weight the award of contracts towards those suppliers with proven sustainable practices and policies, and willingness to partake in GHG reporting and reduction planning. Suppliers will be notified of this at time of tender if this is the case



5 Health and Safety

Fury is committed to ensuring high standards of health and safety across our supply chain. We expect our suppliers to provide a safe and healthy working environment for all employees, contractors, and visitors, in compliance with all applicable laws and regulations, including the **Health and Safety at Work Act 1974 (UK)** and other relevant industry standards and national laws and regulations where the suppliers are registered or operating.

At a minimum, suppliers must:

Compliance with Laws: Adhere to all local, national, and international health and safety regulations applicable to their operations.

Workplace Safety: Provide a working environment that prevents accidents, injuries, and exposure to health hazards. This includes proper maintenance of equipment, adequate lighting, ventilation, and ergonomic considerations.

Training and Awareness: Ensure that all employees receive adequate health and safety training relevant to their roles, including emergency procedures and safe handling of hazardous materials.

Protective Equipment: Supply and enforce the use of appropriate personal protective equipment (PPE) where necessary.

Incident Reporting: Implement a system for reporting, investigating, and addressing workplace incidents and near-misses to prevent recurrence.

Emergency Preparedness: Maintain clear and accessible emergency procedures, including fire safety measures, first aid provisions, and evacuation plans.

Occupational Health: Take proactive measures to protect workers from occupational illnesses, stress, and other work-related health risks.

Risk Assessments & Communication: Conduct risk assessments to identify potential hazards in the workplace and at event sites and take appropriate measures to mitigate risks. Suppliers must supply Risk Assessment and method statements to Fury in advance of event sites for review and ensure these are properly communicated to all employees of the supplier

Occupational Health: Take proactive measures to protect workers from occupational illnesses, stress, and other work-related health risks

Drugs and Alcohol: Suppliers, contractors, and their personnel must not consume alcohol or use drugs while on duty, on event sites, or during working hours. Fury operates a zero tolerance policy in this regard. Limited alcohol consumption may be permitted during client or hospitality functions, but only in moderation and with professional conduct maintained at all times.

We reserve the right to audit our suppliers' compliance with these health and safety requirements. Failure to meet these standards may result in corrective actions, up to and including termination of the business relationship.

6 Supply Chain Responsibility

Suppliers shall ensure that any subcontractors, freelancers or third parties engaged to deliver services connected with Fury business operate in a manner consistent with the principles set out in this Supplier Code of Conduct. Suppliers remain responsible for the conduct of such parties.