



SOCIAL COMPLIANCE / FACTORY AUDIT POLICY ACKNOWLEDGMENT FORM

Dear Vendor,

As a member of the NBCUniversal family, Universal Parks & Resorts (UPR) participates in NBCU's mandatory Supplier Certification program. As a valued partner of Universal Parks & Resorts, your company's participation in this program may also be necessary.

The Policy

Universal Parks & Resorts' Supplier Relationship Policy requires that we source only from suppliers who comply with local laws and any applicable NBCU standards in such sensitive areas as labor, environment, health, and safety. In particular, we seek your assurance that your company (and any factory / supplier):

- Does not employ workers below the applicable minimum age requirement.
- Does not utilize forced, prison, or indentured labor, or workers subject to any form of compulsion or coercion.
- Complies with laws and regulations governing minimum wages, hours of service, and overtime for employees.
- Complies with laws and regulations protecting the environment and does not adversely affect the local community.
- Provides its workers with a safe and healthy workplace.
- Maintains and enforces a company policy requiring adherence to ethical business practices, including a prohibition on bribery of government officials.
- Respects the intellectual properties of others.
- Expects its Vendors to conform to similar standards.

Please be aware that, at any time, your company's factory may be designated for an audit by the UPR Audit team. In such case, you will be contacted by our UPR Social Compliance team. We ask that you provide our auditors and their representatives with your cooperation and accommodation throughout the audit process. If your factory fails an audit, then UPR will work with you on a plan to bring your company into compliance. If you remain out of compliance, then our business relationship with your company may be terminated.

Your Commitment

Universal Parks & Resorts expects and requires high ethical conduct from all of our Vendors. Your commitment to, and compliance with high ethical standards is an essential and mandatory part of our business relations; therefore, we require that you affirm your commitment to the principles of ethical business conduct that guide UPR.

Please return this form acknowledging your commitment to UPR's principles of business conduct and social compliance requirements, signed by an authorized officer of your company to:

UPR Merchandise
Attn: Vendor Compliance Department
Fax: 407-224-7926

(Company Name)

(Print name)

(Title – Authorized Officer)

(Signature/Date)