

## **Account of Discovery Networks Norway’s due diligence under the Transparency Act**

At Warner Bros. Discovery (WBD), we are committed to telling stories that reflect the full range of human experiences and shaping our culture in a meaningful way. This commitment extends to Discovery Networks Norway AS (“DNN”), part of the global WBD group. DNN, a subsidiary of WBD, operates the TV channel ‘TVNorge’ and provides a range of services to other channels and platforms within the WBD group of companies operating in the Norwegian market. As of June 2025, DNN has 105 employees based in Oslo.

### **Internal policies and fundamental human rights and decent working conditions for our employees**

At WBD and DNN, we believe that everyone has the right to dignity and respect. We stand firmly against all forms of modern slavery, human trafficking, unlawful child labor, and forced labor. This zero-tolerance approach is embedded in our operations and reflected in our commitment to ethical conduct across all business relationships.

Respect for human rights and decent working conditions are core principles integrated into our Code of Ethics, internal policies, and guidelines. Our [Code of Ethics<sup>1</sup>](#) is divided into four main areas which emphasize the importance of abiding by the law, acting with integrity, reporting concerns, being transparent in our business dealings, and promoting a safe and respectful workplace, including upholding human rights and being environmentally responsible. To strengthen ethics and compliance knowledge across the business, Code of Ethics online training is mandatory for all employees of DNN.

We have implemented several measures and routines in terms of our employees' working environment, health and safety, equality, etc., and the working environment committee and union representatives have regular meetings to discuss relevant topics.

DNN complies with local employment law, respects and promotes its employees’ fundamental human rights, such as freedom of expression and freedom of association, and has a clear policy against discrimination of any kind. “Champion Inclusion” is also one of our five [Guiding Principles<sup>2</sup>](#).

DNN’s internal guidelines and employees' rights are detailed in DNN’s employment handbook. In addition, WBD has consolidated its ethical policies across its group of companies into a comprehensive Code of Ethics, reflecting our commitment to uphold the highest standards of ethical conduct across all operations. These policies emphasize non-discrimination, respect for human rights, and environmental responsibility, and apply to all WBD entities and their business partners globally.

All employees also have access to WBD’s extensive training materials and courses, which include modules on ethics, compliance, diversity, equity, inclusion, and professional development.

WBD and DNN maintain a robust external whistleblowing channel available for all employees and business partners, allowing concerns about any potential violations to be reported confidentially and without fear of retaliation. This channel, part of our comprehensive Ethics Hotline system, is publicly accessible in local languages and supports anonymous reporting.

---

<sup>1</sup> <https://ir.wbd.com/governance/ethics/default.aspx>

<sup>2</sup> <https://wbd.com/guiding-principles/>

The work on human rights and due diligence, takes place in interaction between WBD internationally and DNN locally in Norway. The day-to-day follow-up and responsibility is managed by relevant internal resources, such as within legal, finance, ethics & compliance, HR and purchasing.

### **Relationship with our Suppliers - Supplier screening and findings**

DNN mainly buys services from its suppliers, such as measurement data, technical support, marketing, consulting, administrative processes (such as payroll) and office rental, and as a media house operating in Norway, DNN has a limited exposure to risk of non-compliance with fundamental human rights and decent working conditions. Nevertheless, DNN conducts thorough due diligence to ensure we partner with responsible and ethical suppliers. We expect our suppliers to conduct business responsibly, with transparency, and in accordance with applicable laws and regulations. We request that our suppliers familiarize themselves with our [Business Partner Statement of Ethics](#)<sup>3</sup> and report any actual or suspected non-compliance as soon as they become aware of it. Our Business Partner Statement of Ethics sets forth the standards we apply to our work and our expectations for business partners doing business with or on behalf of the company.

WBD and DNN have several tools available to conduct comprehensive due diligence, along with established mitigation measures in place should any risks be identified during the course of the business relationship.

DNN follows an internal policy for routine due diligence of its local supplier base to identify risks that may have an actual or potential negative impact on fundamental human rights and decent working conditions. This assessment is based on objective parameters, including DNN's footprint and leverage in relation to the identified risks. Relevant factors considered include the category of services or service sector (i.e. product/industry risk), location of operations (i.e. geographical risk), DNN's connection or leverage with respect to the risk, annual contract value, and other publicly available information. Suppliers identified as presenting risks are followed up through dialogue and further information gathering.

We recently revisited our background checks and due diligence reviews to determine if there were any new suppliers that warranted assessment. We followed the same procedure and identified no red flags for further follow-up, affirming our commitment to maintaining a responsible and ethical supply chain.

This report is for the period of 1 July 2024 to 30 June 2025. However, we emphasize that the work on due diligence is a continuous effort.

Board of Discovery Networks Norway AS



[Christina Sulebakk \(Jun 30, 2025 14:59 GMT+2\)](#)

Christina Sulebakk Khawaja  
Chairperson



[Henrik Stobbe \(Jun 30, 2025 18:26 GMT+2\)](#)

Henrik Stobbe



[Nick Evans \(Jun 30, 2025 16:13 GMT+1\)](#)

Nicholas Mark Townsend Evans



[Hanne Kjersti Vik \(Jun 30, 2025 15:08 GMT+2\)](#)

Hanne Kjersti Ulleren Vik

<sup>3</sup> <https://ir.wbd.com/governance/ethics/default.aspx>