

## **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 2026, DNN has 105 employees based in Oslo.

### **Internal policies on fundamental human rights and decent working conditions**

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. This policy emphasize non-discrimination, respect for human rights, and environmental responsibility, and apply to all WBD entities and their business partners globally. To strengthen ethics and compliance knowledge across the business, Code of Ethics online training is also mandatory for all employees of DNN.

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 prohibiting discrimination of any kind. DNN also adheres to WBD's five [Guiding Principles<sup>2</sup>](#), which form the foundation of all our operations. Through these guiding principles, we ensure that we have a strong focus on collaboration and inclusion across our workforce.

We have further implemented several measures and established routines to ensure a safe and responsible working environment. We have a working environment committee that meets regularly to discuss relevant topics, and we facilitate conditions that enable union representatives to carry out their duties effectively in the workplace.

DNN's internal guidelines and employees' rights are detailed in DNN's employment handbook. 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.

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<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 are managed by relevant internal resources, such as within legal, finance, ethics & compliance, HR and purchasing.

### **Supplier screening and findings**

It is essential for DNN to ensure that our policies are consistently followed, both internally and in our engagements with suppliers. DNN mainly buys services from suppliers, such as measurement data, technical support, marketing, consulting, administrative processes and office rental. 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>, which sets out the standards governing our operations and the expectations we place on parties doing business with or on behalf of the company. New suppliers are required to adhere to these standards, and all suppliers must report any actual or suspected non-compliance as soon as they become aware of it.

DNN has established a structured, risk-based due diligence process for our supplier base. As a first step, we conduct an internal assessment to identify suppliers that may present a potential risk to fundamental human rights and decent working conditions. This assessment is based on objective parameters, including 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 relevant publicly available information. During the reporting period, DNN has placed particular emphasis on sectors generally associated with an elevated risk in relation to working conditions, including factors such as the use of subcontractors, variable working hours, and wage conditions.

For suppliers identified as posing a potential risk, we initially review publicly available information to assess whether sufficient documentation regarding their compliance with human rights and working conditions is available. Where such information is deemed sufficient, and there is no indication of other matters requiring further investigation, no further follow-up is undertaken.

In cases where publicly available information is limited or insufficient, the supplier is contacted directly and requested to complete a questionnaire and provide supporting documentation. The responses and documentation received are then assessed to determine whether the supplier represents an actual or potential adverse impact.

While certain suppliers were identified for further review based on potential risk factors, the subsequent assessments of publicly available information and, where relevant, documentation provided by the suppliers did not reveal any circumstances requiring further follow-up or mitigation measures. As a result, DNN has not identified any actual adverse impacts on fundamental human rights or decent working conditions within its supplier base.

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

DNN will continue to monitor its supplier base and refine its due diligence processes as needed.

This report is for the period of 1 July 2025 to 30 June 2026. However, we emphasize that the work on due diligence is a continuous effort.

Board of Discovery Networks Norway AS



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