

PROFESSIONAL CONDUCT & COMPLIANCE HOTLINE INFORMATION

Production personnel (including, cast, crew and others) rendering services on motion picture productions produced for distribution under a Disney-affiliated banner (e.g. Disney Live Action, Marvel Studios, Lucasfilm and 20th Century Studios) must conduct themselves professionally and in compliance with the Company's Standards of Business Conduct; Integrity, Trust, Teamwork, Honest, Play by the Rules, and Respect.

These standards apply to the workplace, whether at production facilities or on location, and in any other setting in which workers may find themselves in connection with their jobs (which can occur after regular work hours or away from the regular workplace).

All Production personnel must:

- Treat others with respect
- Act with integrity and professionalism
- Not perform work while under the influence of alcohol or drugs
- Follow established workplace protocols, safety and operational guidelines, and approval processes
- Protect confidential and propriety business information and trade secrets
- Not retaliate against those who raise a concern in good faith or cooperate in the follow-up to such a concern.

The Walt Disney Studios encourages a **Speak Up** culture on its productions. If you see something or experience a situation that makes you uncomfortable, it is your right and responsibility to speak to your leader, department head, or Human Resources/Employee Relations. You can also raise concerns through the Guideline, the Company's phone and online **Speak Up** service. The Guideline is available 24/7 and you do not need to use a Disney-issued computer, phone or network to access the Guideline. You can raise a concern anonymously and in almost any language.

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