



California Transparency in Supply Chain Act Statement

This statement is made pursuant to California's Transparency in Supply Chains Act on behalf of Netflix CPX, LLC (Netflix CPX). As a subsidiary of Netflix, Inc. (Netflix), Netflix's global policies and practices apply to Netflix CPX, including policies related to forced labor and human trafficking.

At Netflix, we strive to entertain the world while fostering a culture of ethics, integrity, and respect for human rights. Our commitment begins with our internal standards, where Netflix's Code of Ethics sets expectations for directors, officers, and employees to deter wrongdoing and promote honest and ethical conduct.

Our partners agree, represent, and/or warrant that they will comply with applicable local and national laws and regulations concerning the manufacture of Netflix-branded products, which includes laws pertaining to forced labor, human trafficking, and slavery.

[Netflix's Supplier Code of Conduct](#) (Supplier Code) establishes expectations for our suppliers to conduct their business operations ethically and in compliance with applicable labor laws. The Supplier Code expressly states that Netflix will not tolerate or condone the use of forced, indentured or compulsory labor, or deprivation of liberty, including any form of human trafficking or other forms of physical, mental or economic exploitation of individuals by our suppliers. Furthermore, [Netflix's Human Rights Statement](#) sets out our commitment to respect internationally recognized human rights (as defined in the International Bill of Human Rights). This Human Rights Statement explicitly states that Netflix respects labor, health and safety rights throughout our supply chains.

We conduct an annual internal review to assess and address areas of modern slavery risk across Netflix CPX's operations and supply chains. While we do not currently conduct audits of our suppliers, we prioritize established partners with clean human rights records, as determined through a specialized due diligence process in which we assess and monitor potential and current suppliers. We also contractually obligate vendors and licensees to comply with applicable anti-forced labor laws, and reserve the right to audit any partner suspected of non-compliance. While we do not require specific material certifications, we believe these vetting, benchmarking, and monitoring protocols ensure a high standard of integrity across our consumer product supply chain.

We expect employees and anyone representing Netflix to operate with ethics and integrity and to report any potentially unethical or illegal conduct. Reports can be made to a manager, HR business partner, or through our confidential reporting system. Netflix strictly prohibits retaliation in any form, including for reporting improper conduct. These expectations are

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clearly communicated in our Code of Ethics, and training is provided to employees. Those directly responsible for supply chain management receive additional training on the definition of forced labor and other applicable laws.

If we become aware of any of our suppliers being involved in prohibited activities, we will take appropriate remedial action. Similarly, if we identify issues within our own business, we will work quickly to identify and remedy the cause.

Netflix CPX is committed to reviewing our approach to mitigating the risk of modern slavery occurring in our operations and supply chains, and expects to build upon our practices as appropriate over time.