



## **Modern Slavery Act Statement 2020**

### **Introduction**

Deezer S.A. is committed to conducting its business in accordance with the highest standards of ethics and integrity. As part of this commitment, Deezer fully supports the aims of the Modern Slavery Act of 2015 and is opposed to all forms of human trafficking, slavery, servitude, forced or compulsory labour.

Deezer S.A. and its subsidiaries (“Deezer,” “we,” “us” or “our”) make this statement pursuant to Section 54(1) of the Modern Slavery Act 2015 for the financial year ended 31<sup>st</sup> December 2020.

### **Our Business**

Deezer is a provider of digital music, video, podcast and news streaming services, that was founded in 2007 and is incorporated and headquartered in Paris, France. Deezer operates internationally; Our service is provided via our computer, tablet and mobile application to approximately fifteen million active users worldwide, including to end users located in the UK. We offer various models of use, from an advertising-supported free tier to subscription services across several pricing tiers tailored to individual, student and family.

### **Our Supply Chains**

Deezer’s supply chains relate to our business as an online content platform. Although we engage suppliers to provide business services such as cleaning, catering, and security, the majority of our suppliers helps us to perform services that are important to our business, including, among others, content providers, IT infrastructure, network services and software, payment processing, marketing and advertising.

We recognize that slavery and human trafficking is a real risk and is not confined to any one industry or geographical area. Given the nature of our business, we consider our supply chains to be low risk in relation to slavery or human trafficking, which we do not tolerate in any part of our business.

## **Our Policies**

Our policies reflect our commitment to maintain the highest level of professional, ethical and legal standards in the conduct of our business affairs. All of our employees are required to comply with our Employee Compliance Manual, which, among other things, prohibits violations of all applicable laws. Our Code of Ethics, which is part of our Employee Compliance Manual, emphasizes our commitment to honesty, integrity and ethical standards and to ensuring a respectful, loyal and righteous working environment. Deezer requires that all of its employees comply with the Compliance Manual. All newly-hired employees receive a copy of these policies and are required to review and acknowledge them.

Deezer employees and associates (including agents, advisers, independent contractors, clients and any other stakeholders) are also encouraged to report any concerns that applicable laws, regulations or international treaties are being violated at the earliest possible stage. Deezer provides dedicated and confidential means for reporting concerns. Deezer also protects those employees from retaliation who in good faith report inappropriate, unprofessional, illegal or unethical actions, even if they turn out to be mistaken.

We expect to further refine our policies or practices in the future as we deem appropriate and effective.

A handwritten signature in black ink, appearing to be 'H. Albrecht', is written above a solid horizontal line.

**Hans-Holger Albrecht**  
*Directeur général*