



UK Modern Slavery Act 2015: Transparency Statement

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 on behalf of Netflix Services UK Limited and Netflix Studios UK Limited for the fiscal year ending on 31 December 2023.

Our business

Netflix is one of the world's leading streaming entertainment services with 270 million paid memberships in over 190 countries enjoying TV series, films and games across a wide variety of genres and languages. Members can play, pause and resume watching as much as they want, anytime, anywhere, and can change their plans at any time.

Our businesses that operate in the UK are involved in a variety of activities, primarily focused on acquiring and creating content to stream on our service, and promoting and delivering our service to members and potential members. Similarly, we work with a large number of vendors, commercial partners and other third parties, as well as a number of production-specific Netflix subsidiaries in the UK and around the world that are primarily focused on the creation of content for our service, the physical, technical and digital delivery of the service, and the promotion and marketing of our service and our content.

Our approach to the risk of Modern Slavery

Netflix does not tolerate or condone slavery, the use of forced or compulsory labour, human trafficking, the deprivation of liberty or other similar forms of exploitation of individuals. We are committed to mitigating the risk of it arising within our business and our supply chain and remediating it if we become aware of it.

Our Policies & Practices make it clear that such exploitation is not tolerated, and employees are asked to report any activities that cause them concern through a number of available reporting channels, including a confidential and anonymous ethics hotline.

We have undertaken a high-level review of the business to identify those areas that may be at greater risk of modern slavery issues arising. That included an assessment of our supply chain, with a focus on the more significant parts of the supply chain and those parts where we have more direct control and influence, such as larger and/or first tier suppliers. That assessment will continue to be reviewed and updated annually.

We have educated key stakeholders in relevant parts of the business about the issue and areas of risk.



In those parts of the supply chain identified as being at greatest risk of potential exposure to modern slavery issues, we strive to ensure our suppliers contractually commit to not engaging in practices that constitute forced labour, human trafficking or other forms of modern slavery. As part of that commitment we also ask those suppliers to take reasonable steps to extend those restrictions to their own suppliers that are involved in our business. We also maintain the right to audit their activities if we have concerns about any of their practices.

If we become aware of any of our suppliers being involved in these prohibited activities, we will take appropriate remedial action. That is likely to include trying to understand the cause of the issue, and either working with the supplier to avoid similar issues in the future where the issue was not deliberate and/or to terminate our relationship with suppliers who we consider are unable to commit to our standards of behaviour. Similarly, if we identify issues within our own business, we will work quickly to identify and remedy the cause.

We will continue to review our approach to mitigating the risk of modern slavery arising in our business and supply chain and will build on our practices as appropriate in light of the risks identified.

This statement was approved by the sole director of Netflix Services UK Limited and Netflix Studios UK Limited on June 19, 2024.

Dated: June 21, 2024

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Reg Thompson
Director
Netflix Services UK Limited
Netflix Studios UK Limited