

OMNICOM GROUP INC. SUPPLIER CODE OF CONDUCT

Last Revised October 2025

Introduction

Omnicom Group Inc. and each of its subsidiaries (hereinafter collectively referred to as (“Omnicom”, “we”, “our”, or “us”) are committed to achieving the highest standards of excellence and integrity in every aspect of our business, and our corporate responsibility strategy aims to improve the impact of our business on society.

We expect the same high standards from businesses with which we work. A reliable and ethical supply chain is critical for our business. Consequently, we expect our suppliers to conduct their business activities ethically and responsibly, with integrity, honesty and transparency.

At a minimum, we expect you and each of your subsidiaries, including your respective employees and agents (hereinafter collectively referred to as “you” and “your”), to meet the standards and promote the principles outlined in this Supplier Code of Conduct (“Supplier Code”), and we expect you to hold your own suppliers to the same standards.

Principles of Supplier Conduct

1. *Anti-Discrimination*

You shall not discriminate against any employee based on sex, race, religion, sexual orientation, gender identity and/or expression, national origin, age, disability, pregnancy, marital status, or any other legally protected characteristic, in hiring or other employment practices.

2. *Anti-Harassment and Abuse*

You shall commit to a workplace free of harassment and abuse and shall not threaten workers with, or subject them to, harsh or inhumane treatment. You shall uphold the human rights of workers and treat your workers with dignity and respect.

3. *Underage Workers*

You shall ensure that no underage worker is used in the production or distribution of your goods or services. You shall employ only workers who meet the applicable legal minimum working age, except that in no event shall you employ any person who is under the age of 16 even if local law permits otherwise.

4. *Working Hours, Wages and Benefits*

You shall set working hours, wages (including but not limited to shift pay and other allowances) and over-time pay in compliance with applicable laws. Your workers shall be paid at least the

minimum legal wage. All deductions from wages must be lawful and, where applicable, with the express permission of the employee.

5. *Freedom of Association*

You shall allow workers lawful rights to freely associate with others, form and join organizations of their choice, and bargain collectively as permitted and in accordance with all applicable laws and regulations, without discrimination, retaliation or harassment.

6. *Employment Status*

You shall employ workers who have complied with all relevant immigration regulations and who lawfully live and work in the country in which you operate. You shall ensure that all workers provide satisfactory proof of identity to you and that employment by you of your workers does not breach any laws, rules or regulations.

7. *Voluntary Employment*

You shall use only voluntary labor. Your employees must be free to leave their employment after giving reasonable notice and shall not be required to lodge deposits or payments (in cash or other kind) with their employers.

8. *Health and Safety*

You shall provide and maintain a safe work environment and integrate sound health and safety management practices into your business. You shall comply with all required health and safety laws and regulations, and keep current all health and safety permits and licenses.

9. *Whistleblowing*

You shall have clear policies and procedures in place so that workers may report concerns about wrongdoing or violations of law (e.g., harassment, health and safety) in their workplace without being victimized, dismissed or otherwise retaliated against. You shall also comply with all other applicable laws in relation to whistleblowing.

10. *Prevention of Modern Slavery and Human Trafficking*

You shall take reasonable steps to ensure that modern slavery and human trafficking is not taking place in your supply chains or in any part of your business. Within 20 days of request, you shall provide to us a modern slavery and human trafficking report setting out the steps you have taken to ensure that modern slavery and human trafficking is not taking place in any of your supply chains or in any part of your business.

11. *Environment*

You shall develop, implement and maintain environmentally responsible business practices. You shall carry out your operations with care for the environment and comply with all applicable environmental laws and regulations.

12. Compliance with Law

Your business activities shall comply with all applicable laws and regulations in the countries and jurisdictions in which you operate. You shall not take any action on behalf of Omnicom that would cause us to be in violation of any laws or regulations.

13. Anti-Bribery

You shall not engage in corruption, or bribery to obtain an unfair or improper advantage on our behalf. This means that you shall not provide or receive anything of value to obtain an improper business advantage or favorable treatment or exert undue influence, including offering, giving, asking for or taking any form of potential bribe or kickback. This prohibition extends to payments and gifts of cash or in kind, made directly or through others and includes a prohibition on facilitation payments intended to expedite or secure performance of a routine governmental action such as obtaining a visa or customs clearance, even in locations where such activity may not violate local law. You shall abide by all applicable anti-corruption laws and regulations (e.g., U.S. FCPA, UK Bribery Act).

14. Gifts

Use good judgment, discretion and moderation when offering gifts or entertainment to Omnicom employees.

15. Conflicts of Interest

You must avoid any conflict of interest when dealing with Omnicom. If any of our employees has a family member who is employed by you, or holds a significant financial interest in your business, you may not deal directly with such Omnicom employee while negotiating terms with us or carrying out your obligations to us.

16. Disclosure of Information

You shall accurately record information regarding your business activities, employment, health and safety, and environmental practices and shall disclose such information, without falsification or misrepresentation, to all appropriate parties and as required by law. You shall maintain accurate financial books and business records in accordance with all applicable legal and regulatory requirements.

17. Data Privacy and Information Security

You must comply with applicable data privacy laws (e.g., GDPR, CCPA) and must protect the confidential and proprietary information of others, including personal data, from unauthorized or unlawful processing, access, destruction, use, modification and disclosure, and against accidental loss or destruction, or damage through appropriate technical and organizational measures including physical and electronic security procedures. You also are expected to take the necessary information security measures, for both computer systems and portable electronic devices, to protect against malware and unauthorized disclosure of any proprietary information.

Human Rights

Our [Human Rights Policy](#) also applies to suppliers and strictly commits to using voluntary labor only. The use of forced labor, whether in the form of indentured labor, bonded labor, prison labor or any other behavior constituting modern slavery or servitude, is prohibited. Engaging in human trafficking is prohibited in any part of our business or supply chain. Suppliers are expected to adhere to all other provisions in our Human Rights Policy, including but not limited to fair working conditions, ensuring health and safety, protecting the rights to organize and vote, and providing a fair and living wage.

Supplier Commitment

It is the responsibility of the supplier to ensure that its representatives understand and comply with this Supplier Code and our Human Rights Policy, and to inform its Omnicom contact (or a member of Omnicom management) if any situation develops that causes the supplier to violate this Supplier Code or such Policy. In addition to any other rights Omnicom may have under its agreement with suppliers, Omnicom may request the immediate removal of any representative or supplier who behaves in a manner that is unlawful or inconsistent with this Supplier Code. Omnicom retains the rights to audit suppliers to confirm compliance with this Supplier Code at its sole discretion.

To promote compliance with our policies and commitments, we require all our suppliers to certify their agreement with this Supplier Code and disclose any potential conflicts as part of that process.

Reporting Concerns

If any of our stakeholders believe that an Omnicom employee, supplier or other business partner is in violation of this Supplier Code or any laws or regulations, they are strongly encouraged to report the situation immediately.

If you wish to report a questionable behavior or possible violation of this Supplier Code, Omnicom has a variety of resources available to assist you. You are encouraged to work with your primary Omnicom contact in resolving a business practice or compliance concern. However, Omnicom recognizes that there may be times when this is not possible or appropriate. In such instances, we have several channels that allow anonymous reporting, and we have zero tolerance for retaliation against anyone who, in good faith, reports violations or participates in any investigation. Please look for such channels on our website.