



SIX FLAGS ENTERTAINMENT CORPORATION

Code of Vendor Conduct

I. PURPOSE

Six Flags Entertainment Corporation (including its affiliates and subsidiaries, “Six Flags”) has operated with high ethical business standards and integrity in the communities where we work and live for more than 60 years. We are committed to conducting business in a way that promotes corporate social and environmental responsibility. Recognizing that the actions of vendors may reflect upon Six Flags, we are committed to conducting business with vendors who share Six Flags’ commitment to ethical and social responsibility. Six Flags expects its vendors to align their business practices with Six Flags’ values of safety, integrity, accountability, guest-centricity, innovation, teamwork, inclusiveness, and fun.

Six Flags has established this Vendor Code of Conduct (this “Code”), to promote ethical and social responsibility within our supply chain. Each vendor is responsible to understand and adhere to the expectations set forth in this Code, including establishing a program for monitoring compliance with the Code. Additionally, each vendor is responsible to notify Six Flags if any situation develops that causes the vendor to operate in a manner that may be in conflict with these expectations. Six Flags may ask for information from vendors to verify their compliance with this Code, and acting in a manner inconsistent with this Code may result in action up to and including the termination of our business relationship. By accepting any purchase order or other work authorization from Six Flags, a vendor acknowledges its acceptance of this Code and its intention to comply with its requirements.

II. POLICY

A. COMPLIANCE WITH LAW

Six Flags’ vendors and their representatives are expected to conduct their business activities in compliance with all applicable national, state, and local laws or regulations in the markets where they operate. Where local laws or standards differ from this Code, we expect our vendors to comply with the more stringent standards or principles.

Specifically, and without limitation, Six Flags expects its vendors to:

- a. Conduct business in compliance with antitrust and fair competition laws applicable in the jurisdiction in which they do business.
- b. Conduct business in compliance with the anti-corruption laws of the countries in which they do business.

- c. Conduct business in compliance with the [Six Flags Global Anti-Corruption Policy](#), which prohibits, among other things, bribes, kickbacks, gifts or favors.
- d. Comply with any trade laws that apply to any aspects of Six Flags' operations and not impose any improper (unsanctioned) boycott of another country that is "friendly" to the United States.
- e. Disclose to Six Flags all disputes or lack of compliance with any regulatory practices, agencies or government officials.

B. BUSINESS PRACTICES

Six Flags' vendors and their representatives are expected to conduct their business activities ethically and in compliance with Six Flags' Code of Business Conduct.

Specifically, and without limitation, Six Flags expects its vendors to:

- a. Accurately record and report all business information and comply with all rules and regulations related to their completion and accuracy.
- b. Comply with all intellectual property rights of Six Flags including, but not limited to, patents, trademarks and trade secrets.
- c. Not disclose any Six Flags confidential or proprietary information or trade secrets to anyone unless disclosure is required by law or in the conduct of the vendor's lawful business. Confidential information includes all non-public information that might be of use to competitors, or harmful to Six Flags or its customers, if disclosed.
- d. Utilize Six Flags' software, hardware and content only in accordance with the terms of use allowed or directed by Six Flags.
- e. Responsibly use all physical and intellectual property of Six Flags.
- f. Comply with all Six Flags policies related to the use of data and/or technology included in Six Flags' form 680-(vendor), copies of which will be provided to you to the extent the services you are providing to Six Flags involve the use of our data or technology.
- g. Avoid any real or potential conflicts of interest. Vendors must act objectively in all of their business dealings. Any transaction that can be viewed in a manner that draws concern over whether it was negotiated fairly and at arms-length is not to be tolerated.
- h. Use good judgement and moderation that meets the requirements of Six Flags' Code of Business Conduct when offering gifts or entertainment to a Six Flags' associate (see Six Flags' gift policy below):

Employees may never accept gifts or anything of value (including entertainment) from anyone, including a current or prospective supplier, vendor, distributor, landlord or competitor of Six Flags when doing so would likely compromise, or would appear to likely compromise, the objectivity of their business decisions.

C. LABOR AND HUMAN RIGHTS PRACTICES

Six Flags' vendors and their representatives are expected to conduct their business activities in full compliance with all applicable laws related to labor and employment and

in a manner that honors employees' rights to freedom of association and collective bargaining, promotes diversity and inclusion, and provides a safe and healthy working environment. Specifically, and without limitation, Six Flags expects its vendors to:

- a. Comply with all applicable child labor laws.
- b. Use only voluntary labor and prohibit all forms of human trafficking, including but not limited to any form of prison, slave, bonded, or forced labor.
- c. Adopt a non-discrimination policy pervasive throughout the vendor's organization and that prohibits harassment and discrimination on any ground prohibited by applicable law.
- d. Allow workers to form, join, or not join trade unions or other organizations of their choosing and collectively bargain without fear of discrimination, retaliation, harassment, or intimidation.
- e. Provide a safe and healthy working environment, including complying with all applicable occupational health and safety laws and regulations applicable to the vendor's jurisdiction.
- f. Pay at least a minimum living wage, on time and in compliance with applicable laws.
- g. Provide work schedules that comply with local legal requirements, are not excessive, and do not negatively impact employees' health or safety.
- h. Treat each worker with dignity and respect; ensure that there is zero tolerance for workplace violence, harassment, or inhumane treatment.
- i. Maintain all required standards related to labor laws.
- j. Ensure no conflict that may cause undue personal influence (i.e. nepotism), including but not limited to related party transactions, unless approved in advance in compliance with Six Flags' Code of Business Conduct.

D. ENVIRONMENTAL PRACTICES

Six Flags' vendors and their representatives are expected to develop, implement, and maintain environmentally responsible business practices, such as seeking ways to conserve natural resources and energy, reduce waste and the use of hazardous substances, and minimize adverse impacts on the environment. Specifically, and without limitation, Six Flags expects its vendors to:

- a. Conduct business in compliance with all applicable environmental laws and regulations, demonstrating sound environmental practices.
- b. Obtain, keep current, and comply with all required environmental permits, including the reporting requirements of such permits.

E. ADMINISTRATIVE PRACTICES

Six Flags' vendors, and their representatives, are expected to:

- a. Have an effective and efficient means of internal & external reporting of ethical issues or violations of policy, laws or required regulations.

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- b. Regularly update and distribute all policies that have a connection to any of the areas and requirements described in this Code.
- c. Immediately report to Six Flags any violation of the requirements of this Code.