

WONDERLA SUPPLIER CODE OF CONDUCT

As reflected in the Wonderla Code of Conduct, the Company is committed to high standards of integrity and sustainability. Wonderla has a 'zero tolerance' policy when it comes to unethical business behavior, such as bribery, corruption and forced labor. The Company expects all of its suppliers to adhere to similar standards and to conduct their business ethically.

As a supplier, you must comply with all applicable laws and regulations, the requirements set out in this Wonderla Supplier Code of Conduct and your contractual obligations to the Company.

A. Human rights

As a supplier to Wonderla, you shall

- Respect the personal dignity, privacy and rights of each individual;
- Refuse to make any person work against his or her will; and
- Prohibit behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.

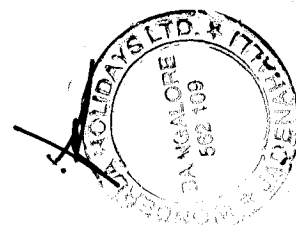
B. Fair labour conditions

- You shall ensure fair labour conditions. In particular, you will
- Refrain from employment discrimination based on gender, age, ethnicity, nationality, religion, disability, union membership, political affiliation or sexual orientation;
- Respect the rights of employees to freely associate and bargain collectively;
- Not tolerate or use child labor in any stage of your activities other than in accordance with all applicable laws and regulations;
- Not use any forced labour, including but not limited to involuntary prison labour, victims of slavery and human trafficking and allow all employees the choice to leave their employment freely upon reasonable notice;
- Compensate employees fairly and follow local wage regulations and/ or collective agreements, and where these do not exist, compensate employees so at the minimum they can meet their basic needs;
- Ensure that working hours, including overtime, do not exceed applicable legal requirements; and
- Ensure that employees are allowed at least one uninterrupted day off per week.

C. Health, safety and environmental management

You shall provide a safe and healthy workplace for all of your employees and shall conduct your business in an environmentally sustainable way. In particular, you will

- Formally appoint a competent person to manage health, safety and environmental programs and improvements;



- Establish appropriate organizational structures and procedures for the effective management of health, safety and environmental risks; and
- Ensure that all workers are sufficiently aware of these risks and appropriately trained on the implementation of control measures.

D. Material compliance and conflict minerals

Wonderla is determined to comply with regulatory and customer requirements regarding the prohibition and restriction of substances, including hazardous substances and conflict minerals. Therefore, suppliers shall ensure that the goods provided to the Company are in compliance with requirements covered under the scope of all relevant regulations. In particular, you will

- Declare to Wonderla, substances which are listed in the “Wonderla List of Prohibited and Restricted Substances” and contained in the goods you supply to the Company;
- Implement a policy regarding conflict minerals and exercise due diligence to investigate the source of these minerals; and
- Respond in a timely manner to Company’s requests for evidence of your compliance with these requirements.

E. Business ethics

You shall conduct your business in an ethical manner. In particular, you will

- Refrain from any and all forms of corruption, extortion and bribery, and specifically ensure that payments, gifts or other commitments to customers (including Wonderla employees), government officials and any other party are in compliance with applicable anti-bribery laws;
- Adhere to anti-trust and other competition laws;
- Disclose to the Company information regarding potential conflicts of interest relating to your activities as Wonderla supplier, including disclosure of any financial interest an employee may hold in your business;
- Protect all confidential information provided by the Company and its respective business partners;
- Respect intellectual property of others, including Wonderla; and
- Adhere to international trade regulations and export control regulations.

F. Secure business

You shall conduct your business in a secure manner. In particular, you will

- Implement reasonable measures for minimizing exposure of Wonderla to security threats such as terrorism, crime, pandemics and natural disasters; and
- When visiting or working at Wonderla locations, abide by the Company’s security procedures and report any security concerns to the appropriate Wonderla channels.



G. Procurement by supplier

You shall procure goods and services in a responsible manner. In particular, you will

- Select your own tier one suppliers providing goods or services directly or indirectly to Wonderla based on them agreeing to adhere to standards comparable to those set forth in this Supplier Code of Conduct; and
- When working at Wonderla locations, only subcontract work with prior consent from the Company.

H. Inspections and corrective actions

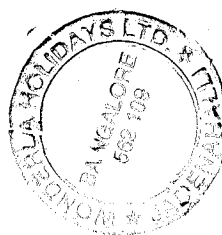
In order to ensure and demonstrate compliance with this Supplier Code of Conduct, you shall keep record of all relevant documentation, and provide supporting documentation upon request. To verify your compliance, the Company reserves the right to audit and inspect your operations and facilities, at its own cost and upon reasonable notice, with or without support of a third party. If the results of such an audit or inspection cause us to be of the opinion that you do not comply with this Supplier Code of Conduct, you shall take necessary corrective actions in a timely manner, as directed by the Company. If you fail to comply with this Supplier Code of Conduct, then the Company may take action against you, including suspending or terminating your activities as one of its suppliers.

I. Access to remedy

In the context of Company's business relationship, if you or your employees believe that the terms of this Supplier Code of Conduct are not adhered to, or that the Company is not acting in accordance with its own Code of Conduct, then the Company encourages you to raise your concerns via its stakeholder reporting channels.

For Wonderla Holidays Ltd.


Managing Director



Statement on Human Rights

Introduction

Wonderla supports the protection and elevation of human rights around the world and is guided by fundamental principles of human rights, such as those in the United Nations Universal Declaration of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work ("ILO Declaration"). Wonderla supports the United Nations Guiding Principles on Business and Human Rights ("UN Guiding Principles") including the corporate responsibility to respect human rights. Company's support for these fundamental principles is reflected in its policies and actions towards its employees, suppliers, clients and communities where it does business.

As a leading entertainment provider, Wonderla can impact human rights as an employer and can have an influence on human rights through its business relationships with customers/ guests and suppliers. The Company has established a set of policies and standards, described below, which reflects its Mission and Value Proposition. Through these policies and standards and related due diligence, Wonderla seeks to implement its responsibility to respect human rights with regard to its employees, suppliers, clients, communities and host locations.

Employees

Wonderla believes that its employees should be treated with respect and dignity and work in an environment that is free from harassment and unlawful discrimination. The Company is guided by principles such as those in the ILO Declaration.

Wonderla's commitment to respect human rights in the workplace is manifested in its Code of Conduct and human resources policies and practices. These policies state, among other things, that it values and promotes workforce diversity and do not tolerate unlawful discrimination or harassment. The Company maintains an ethical work environment that reflects its core values and provide a safe and secure workplace. Wonderla also communicates its position on human rights to its employees, and its employees are expected to uphold these standards.

Employees have access to Vigilance Officer, through which concerns, questions and grievances can be raised and resolved effectively. Employees are strongly encouraged to raise ethics, discrimination or harassment matters, and to report suspected violations of applicable laws, regulations and policies. Retaliation for raising these concerns in good faith is prohibited.

Suppliers

Wonderla strives to respect human rights through its supply chain by encouraging actions that are consistent with and further the objectives of the Wonderla Statement of Supplier Principles, and by using suppliers whose corporate values are consistent with that of the Company. Specifically, Wonderla encourages suppliers to follow best practices in the areas of freely



chosen employment; child labor avoidance; working hours; respect in the workplace; wages and benefits; and health and safety. Wonderla sees its relationships with suppliers as an opportunity to share best practices and to promote continual learning and improvement with respect to human rights.

Clients

Wonderla seeks to do business with clients who share its values with respect to human rights. The Company strives to carry out appropriate due diligence on clients to maintain high ethical standards and to protect its franchise. Through client relationships, the Company has ability to share best practices, which it believes will help further the respect of human rights around the world.


Wonderla is subject to numerous laws and regulations which its clients should know and the Company has instituted policies and processes to prevent its services from being used for improper purposes such as money laundering, which can be associated with fundamental human rights abuses such as human trafficking. These laws, regulations and Wonderla's internal policies helps to determine whether it is appropriate or permissible to enter into client relationships and transactions.

Wonderla's status as provider of entertainment affords opportunities to promote environmental and social responsibility around the Company's locations, and the Company respects human rights through its clients' engagements and through due diligence it performs relating to transactions. Wonderla has developed internal policies such as Environmental, Health and Safety (EHS) Policy, which contains environmental and social standards that form important component of Company's human rights approach.

Communities and Stakeholders

Under Company's EHS Policy, community and human rights related issues are addressed, where relevant, in client's Environmental and Social Assessment documentation. Specific community issues that may arise during its transactional due diligence include the protection of community health, safety and security; the protection of cultural property and heritage; land acquisition and involuntary resettlement; stakeholder engagement with and grievance mechanisms for affected communities, including disadvantaged or vulnerable groups; and Free, Prior and Informed Consent for projects adversely impacting indigenous peoples in emerging markets, consistent with the Company's Principles. It also looks at the potential for project-related conflict risk. In relevant HSE transactions, the Company works with clients through its due diligence processes to ensure that access to grievance mechanisms and a process for seeking effective remedy are available. In addition to certain safeguards related to the above issues, Wonderla's Policies have specific prohibition on harmful or exploitative forms of forced labor and child labor.

For Wonderla Holidays Ltd.

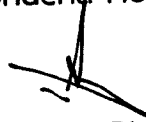

Managing Director



Advocacy statement

The Policy on Responsible Advocacy provides the framework for the necessary interface with Government/ Regulatory Authorities on matters concerning the various sectors in which the Company operates. The Company works with apex industry institutions that are engaged in policy advocacy, like the Confederation of Indian Industry, Federation of Indian Chambers of Commerce and Industry etc., and various other forums including regional Chambers of Commerce. The Company's engagement with the relevant authorities is guided by the values of commitment, integrity, transparency and the need to balance interests of diverse stakeholders.

For Wonderla Holidays Ltd.



Managing Director

