

SEAWORLD ENTERTAINMENT, INC.

SUPPLIER CODE OF CONDUCT

I. OVERVIEW

The SeaWorld Entertainment, Inc. Supplier Code of Conduct (“Code”) formalizes the key principles under which suppliers to SeaWorld Entertainment, Inc. and its subsidiaries (collectively “SeaWorld”) are required to operate. SeaWorld strives to work with suppliers who treat their employees with dignity and respect, maintain just and decent working conditions, adhere to all applicable laws and regulations, and make their products in a way that respects and protects the environment.

This Code applies to all suppliers of SeaWorld (“SeaWorld Suppliers”) including all of the SeaWorld Suppliers’ facilities. This Code defines our minimum expectations. No code of conduct can be all-inclusive, but we expect those with whom we do business to act reasonably in all respects and to ensure that no abusive, exploitative or illegal conditions exist at their workplace. We may end our business relationship with any SeaWorld Supplier who fails to comply with this Code.

II. KEY EXPECTATIONS

1. Compliance with Applicable Laws, Regulations and Company Policies. SeaWorld Suppliers are expected to comply with all laws and regulatory requirements applicable to their business, including but not limited to any requirements related to age of employees, wages, hours, labor, health, safety, the environment, immigration, import/export, and business conduct and ethics.

2. Forced Labor. SeaWorld will not tolerate the use of forced or involuntary labor. SeaWorld Suppliers shall not utilize forced or involuntary labor, whether in the form of prison labor, indentured labor, bonded labor, labor that is imposed as a means of political coercion or as a punishment for political or religious views, or otherwise.

3. Child Labor. SeaWorld will not tolerate the use of child labor. SeaWorld Suppliers are expected to comply with applicable local child labor laws and employ only workers who meet the applicable minimum legal age requirement.

4. Compensation and Working Hours. SeaWorld Suppliers are expected to comply with all applicable wage and hour labor laws and regulations governing employee compensation and working hours. If no minimum wage law applies, SeaWorld Suppliers should pay employees the prevailing industry wage. Employees should be permitted reasonable days off and leave privileges as required by applicable law.

5. Discrimination. SeaWorld Suppliers should not subject any person to discrimination in employment (including hiring, salary, benefits, advancement, discipline, termination, or retirement) on the basis of age, sex, race, color, ancestry, religion, creed, citizenship status, disability, national origin, marital status, military status, sexual orientation, gender identity and expression, social or ethnic origin, political beliefs, or any factors not related to the job.

SeaWorld Suppliers are expected to comply with all applicable laws and regulations concerning discrimination in hiring and employment practices.

6. Harassment or Abuse. SeaWorld Suppliers are expected to treat each employee with respect and dignity and should not subject any employee to any physical, sexual, psychological, verbal, or any other form of harassment or abuse.

7. Freedom of Association and Collective Bargaining. SeaWorld Suppliers are expected to respect the rights of employees regarding their decision of whether to associate or not to associate with any group, as long as such groups are legal under applicable law. SeaWorld Suppliers should not obstruct or prevent such legitimate activities.

8. Environment. SeaWorld Suppliers are expected to conduct their operations in a way that respects and protects the environment. SeaWorld Suppliers should comply with all applicable environmental laws and regulations in the countries in which they operate. In addition, regulated minerals known as “3TG” metals – columbite-tantalite (coltan) (i.e., tantalum), cassiterite (i.e., tin), wolframite (i.e., tungsten) and gold (and others determined by the U.S. Secretary of State as financing conflict in the DRC countries); and originating from the Democratic Republic of Congo (DRC) or adjoining countries, need to be disclosed to SeaWorld and SeaWorld Suppliers must produce documentation tracing the origin of these minerals in accordance with SeaWorld’s Conflict Minerals Policy (available at <http://www.seaworldinvestors.com/English/corporate-governance/governance-documents/default.aspx>).

9. Health and Safety. SeaWorld Suppliers are expected to comply with all applicable safety and health laws and regulations in the countries in which they operate. SeaWorld Suppliers are expected to provide a safe and sanitary working environment that supports accident prevention and minimizes exposure to health risks occurring within or arising out of the course of work. SeaWorld Suppliers are also expected to provide products and services that meet all applicable health and safety requirements.

10. Gifts and Gratuities. SeaWorld Suppliers should conduct business in an ethical and legal manner, free from potential personal or private interests that may affect professional judgment or adversely impact SeaWorld. SeaWorld employees are permitted to give and accept modest entertainment and tokens of appreciation in compliance with SeaWorld’s Code of Business Conduct and Ethics (available at <http://www.seaworldinvestors.com/English/corporate-governance/governance-documents/default.aspx>). SeaWorld Suppliers should not give any gift or offer of entertainment to anyone if doing so would cause the recipient to violate applicable laws and regulations or his or her employer’s rules and policies.

11. Anti-Bribery and Anti-Corruption. It is expected that SeaWorld Suppliers and their agents will comply with applicable anti-bribery and anti-corruption laws and regulations, including the U.S. Foreign Corrupt Practices Act (“FCPA”) and any similar laws. Accordingly, SeaWorld Suppliers and their agents should not make any direct or indirect payments or promises of payment to any person, including foreign government officials, for the purpose of gaining an unfair business advantage. SeaWorld Suppliers and their agents should also not make any offers or agreements with any person, including foreign government officials that could reasonably be interpreted as an attempt to gain an unfair business advantage. The restrictions on

such activities under applicable anti-bribery and anti-corruption laws may apply to activities in countries that do not violate local law.

12. Confidential Information. SeaWorld Suppliers are expected to comply with all applicable laws, regulations and contractual obligations governing the protection, use and disclosure of SeaWorld proprietary, confidential and personal information, and of the information belonging to SeaWorld's customers. Confidential or proprietary information about our company, products, customers, business partners, or other parties, which has been obtained through business contact with SeaWorld, must not be misappropriated or used improperly for personal advantage or for the benefit of third parties.

III. COMPLIANCE & MONITORING

13. Right to Inspect. SeaWorld expects SeaWorld Suppliers to monitor their compliance with the Code. When appropriate, SeaWorld reserves the right to utilize internal as well as unaffiliated monitors to conduct on-site evaluations and inspections of SeaWorld Suppliers facilities, including the facilities of SeaWorld Suppliers subcontractors.

14. Certification and Documentation. SeaWorld Suppliers are expected to certify periodically their compliance with the Code.

15. Questions and Violations. For questions or comments on this Code, or to report any known or suspected violations of this Code, please contact your procurement representative. SeaWorld Suppliers may also anonymously report any known or suspected violations of this Code by using the SeaWorld hotline number (1-866-307-3365) or the internet based link <http://www.seaworld.alertline.com> managed by Navex Global as SeaWorld's third party administrator.