

diversity | the full range of what makes people unique
inclusion | involving and valuing all people for who they are

uniquely US.

our D&I mission

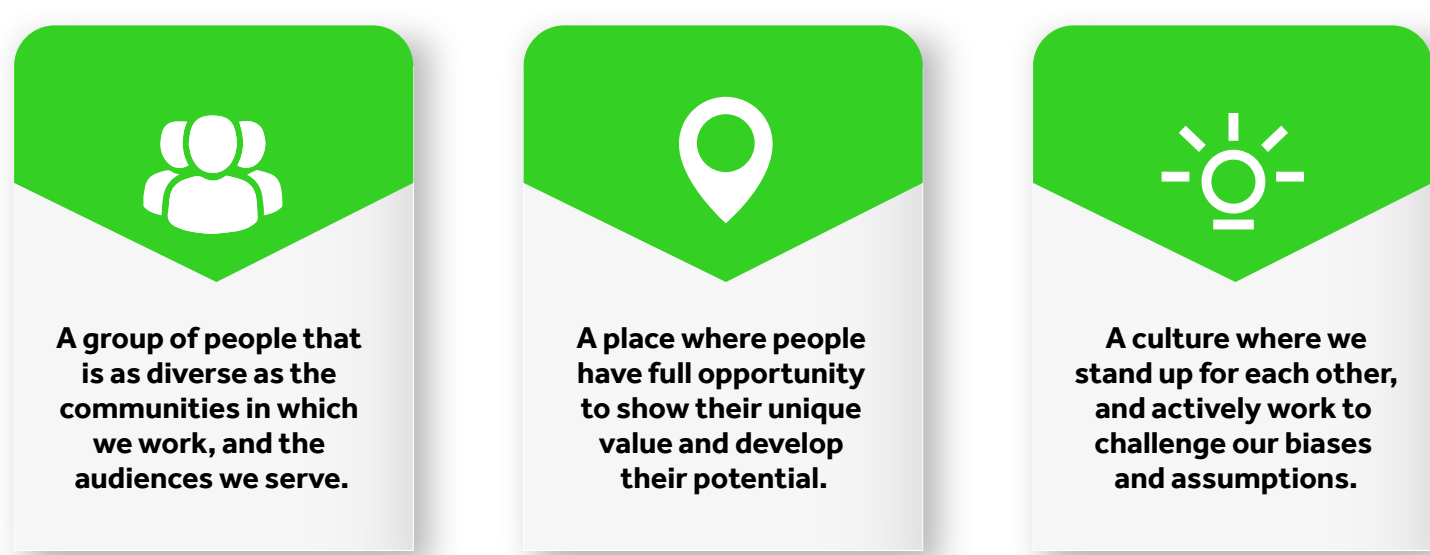
To value and actively involve the full range of what makes people unique, in order to create a strong and innovative company where amazing people thrive.

our D&I vision

At Corus we strive to be:

- a group of people that is as diverse as the communities in which we work, and the audiences we serve
- a place where people have full opportunity to show their unique value and develop their potential
- a culture where we stand up for each other, and actively work to challenge our biases and assumptions

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win together. think beyond. make it happen. learn every day. show we care.

our philosophy

There is incredible diversity of background, perspective, experience, identity and lifestyle within the audiences we serve and in the communities where we work. For Corus to be successful, we need to deeply understand those audiences and have full access to hire the talent within those communities. To do otherwise would reflect a narrow range of perspectives in our work, and employ a narrow range of talent—both which limit our potential as an organization.

To achieve true diversity at Corus means being fully open to addressing assumptions and barriers that stand in the way of full accessibility and inclusion. We will benefit from the rich diversity of thought and experiences, only if we are prepared to fully allow people to show their unique value and develop their potential. Which means accepting people as they are—not to fit a mould of what we've looked like, and done, until now.

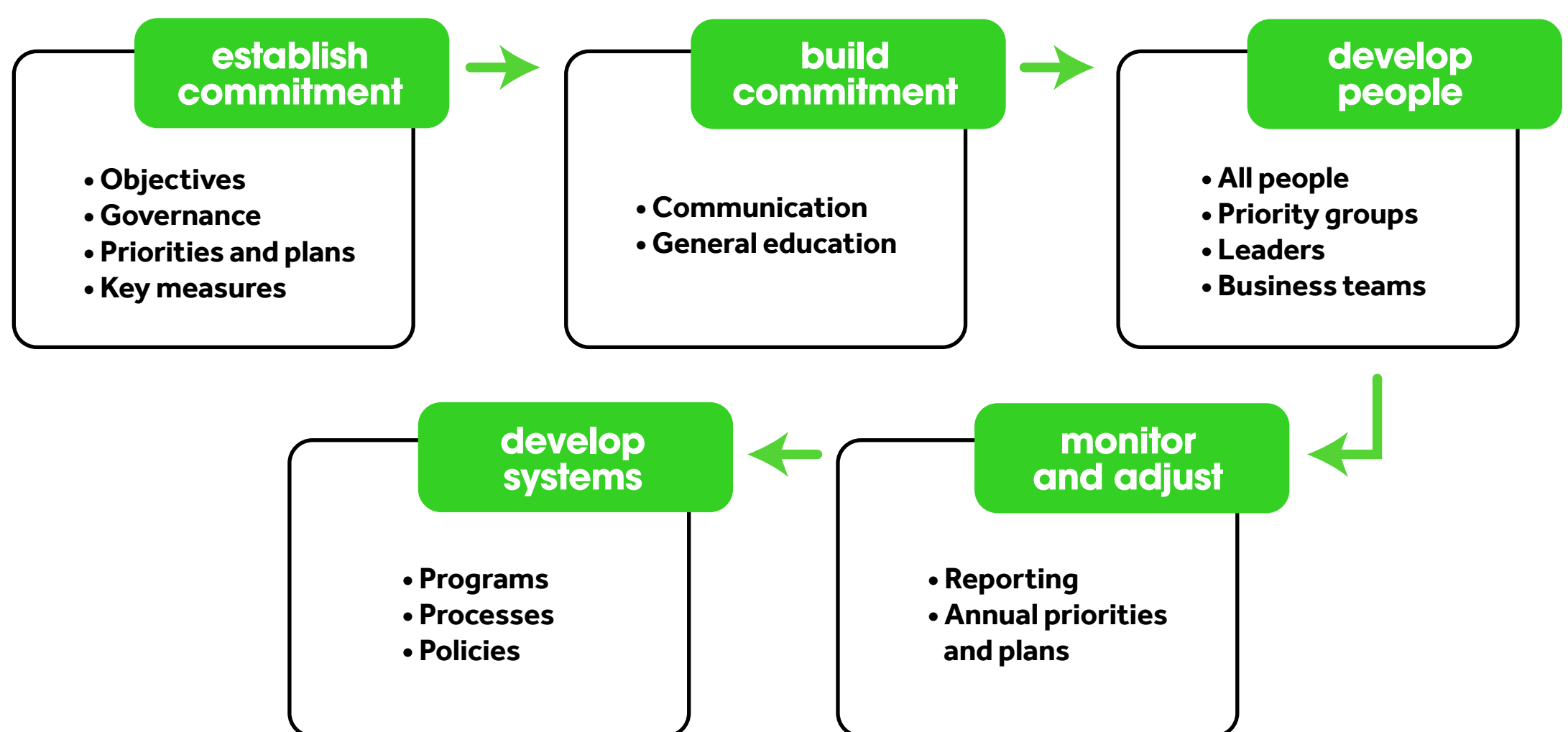
To achieve this vision we must create a culture of allies: where we look out for and stand up for each other; where we never accept discrimination, harassment or unjust barriers against groups of people or individual people; and where we choose to act in support of others' success and personal well-being.

We must also accept that we all have things to learn, and we'll make mistakes along the way – but will never stop working to improve. We will take the time to listen, learn, reflect and gain empathy. We will create safe spaces for questions and dialogue.



taking action

Corus' philosophy is to focus on the programs, processes, communications, tools that will have the most impact. We track progress, learn and adjust to ensure we are making and sustaining the changes we are looking for. We use the following framework to prioritize focus and initiatives, in order to ensure that the necessary foundation is built, to sustain behaviour change.



diversity and inclusion council

The Corus Entertainment Diversity and Inclusion Council is responsible for ensuring continued progress toward achievement of our D&I mission and vision.

The Council will identify priorities and provide recommendations on the design and implementation of a dynamic suite of activities and resources. In recommending new solutions for our organization, the Council will take into account and seek to address the resource implications of these activities. The Council will oversee progress and adjust recommendations as required.

executive sponsorship

The President and CEO, along with the EVP People and Communications jointly act as the Executive Sponsors of Corus' commitment to Diversity and Inclusion. The Executive Leadership Team actively supports all efforts. And everyone in the organization plays a role in living up to our commitment to Diversity and Inclusion.