



*Corus is headquartered in Canada. Engaging audiences since 1999, Corus is a diversified Canadian-based integrated media and content company that creates and delivers high quality brands and content across platforms for audiences in Canada and around the world. The Company's portfolio of multimedia offerings encompasses specialty television networks, conventional television stations, radio stations, digital assets, a social media digital agency, a social media creator network, technology and media services, and a global content business which includes the production and distribution of films and television programs, merchandise licensing and book publishing.*

## **Our Commitment to Human Rights**

We support the 'Protect, Respect and Remedy' Framework of the United Nations Guiding Principles (UNGP) on Business and Human Rights as endorsed by the UN Human Rights Council.

We help carry out the UNGP and our corporate responsibility to respect human rights through our Code of Business Conduct, policies and procedures, and compliance with applicable laws and regulations. This responsibility applies to all of our business activities, including our relationships with suppliers, partners and customers.

Wherever we do business we recognize the International Bill of Human Rights, Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, International Covenant on Economic, Social and Cultural Rights, and the principles of the eight International Labour Organization Core conventions. Corus' headquarters are in Canada, and we adopt policies that also comply with Canadian human rights law.

We recognize that some groups face higher risk of discrimination and underrepresentation. These groups include, but are not limited to, women, Black communities, Indigenous Peoples, racialized communities, persons with disabilities, and 2SLGBTQ+ communities.

We are committed to respecting and promoting diversity, equity, inclusion, and human rights across our workforce. Our Diversity, Equity and Inclusion Mission is "To value and actively involve the full range of what makes people unique, addressing biases and barriers to level the playing field, so we create a strong and innovative company where amazing people thrive".

We engage with stakeholders to help strengthen our efforts to continuously improve our policies and programs which encompass our approach to human rights due diligence and incorporate emerging best practices as the UNGPs are adopted by companies around the world.

### **A. In Our Workplace**

The following policies and related procedures set out how we carry out our responsibility to respect human rights in our workplace. They include measures that help prevent or mitigate human rights harms before they occur. We support the right to freedom of association and collective bargaining, stand against forced, compulsory and/ or child labour; and oppose discrimination of all kinds.

Corus is committed to providing and maintaining a workplace where all employees are treated with dignity and respect, free from harassment, discrimination and violence. Corus will not tolerate, ignore or condone any form of harassment, discrimination or violence in the workplace.

These policies are communicated to Corus employees, business partners and suppliers with whom Corus is directly linked.

**Corus' Code of Business Conduct ("the Code")** sets out Corus' commitment, and expectations of all employees, to act with integrity and in accordance with applicable laws wherever we do business. It includes a common baseline of ethical standards required of all of us and incorporates or references other Corus policies governing ethical and professional conduct. These obligations of conduct extend to our dealings with customers, contractors, vendors, freelancers, suppliers, business partners, consultants and agents, and all other groups with whom we interact. By following the ethical practices outlined in the Code and incorporating them in our day-to-day activities, we promote a culture built on a foundation of integrity.



Corus has established an **Ethics and Conduct Office** to receive and investigate complaints of harassment, violence, and/or discrimination.

**The Corus Diversity, Equity & Inclusion Policy** sets out the principles by which the Company will foster a culture of Diversity, Equity & Inclusion, and the framework for making decisions, setting direction, and holding itself accountable. It is built around five core commitments:

1. Corus commits to striving for a workforce composition that reflects the diversity of the Canadian population.
2. Corus commits to fostering an inclusive workplace.
3. Corus commits to creating content that reflects the diversity of our audiences.
4. Corus commits to addressing historical, and ongoing, inequities.
5. Corus commits to ongoing measurement of, and transparency around, our progress related to Diversity, Equity & Inclusion.

Beyond our policies and practices, we provide opportunities that promote workplace inclusion through our seven Employee Resource Groups.

Our **Respect and Safety in the Workplace Policy** establishes and details the responsibilities of all employees and contractors to maintain workplaces free from harassment, discrimination, and violence. It also outlines the options and processes for addressing, investigating and resolving concerns and complaints relating to harassment, discrimination and violence. This includes incidents of harassment and violence based on a protected ground.

This policy applies worldwide to all directors, employees and independent contractors and the company's controlled, direct and indirect subsidiaries. Leaders take mandatory training to help them recognize, promptly report and respond to incidents or complaints of harassment, violence and discrimination in our workplace, with appropriate measures in place to support investigation, resolution and prevention of reoccurrence.

Corus expects third parties acting on our behalf to perform their obligations in a manner consistent with the policy. Third parties include customers, clients, independent contractors, vendors, suppliers and freelancers.

**Corus' Employee Accommodation Policy** was developed in accordance with the Accessibility for Ontarians with Disabilities Act (AODA), the Accessible Canada Act (ACA), and the Human Rights Code. At Corus, our shared commitment is to respect and nurture a diverse and accessible environment across the organization, treating all people in a way that allows them to maintain their dignity and independence.

We are committed to promoting an equitable work environment and meeting the needs of people with all abilities in a timely manner and will do so by identifying and removing barriers to accessibility and preventing new barriers in priority areas. We will make every reasonable effort to accommodate people with disabilities.

At any point in time, an employee may discuss their need for accommodation with their manager or the People Team. A detailed process for requesting accommodation, assessing needs and options, developing a plan and monitoring of the plan is outlined in our Employee Accommodation Process

This policy also applies to individuals who are applying for employment with Corus. All job applicants who are selected to participate in the interview and selection process may request accommodations and shall be accommodated up to the point of undue hardship.

A copy of our Accessibility Plan is available on our website.



## Health and Safety

Corus is committed to providing and maintaining a workplace that ensures all our people operate in a safe and healthy work environment. We have a number of programs and practices to help reduce the risk of workplace injuries, including a Safety Policy Committee and a Hazard Prevention Program.

We expect all Corus people to follow applicable safe work procedures, report any injuries or unsafe conditions, and act safely in the workplace at all times. Our commitment includes:

- Recognizing that everyone has the right to a healthy and safe workplace;
- Proactively identifying risks to health and safety and taking action to reduce risk as low as possible;
- Providing resources and information to ensure our people are sufficiently trained in Health and Safety practices and procedures;
- Continually improving our health and safety outcomes by engaging our people and Corus safety committees, and;
- Complying with relevant health and safety, legal, regulatory and other requirements.

## B. In Our Business

### Supplier Code of Conduct

In addition to the Code (above), we developed a Supplier Code of Conduct (Supplier Code). We believe that working with ethical suppliers is essential to our success. Our suppliers are key players in our business and industry, and our relationships must be built on trust and integrity, and with a shared responsibility towards our communities and the planet.

The Supplier Code sets out standards of conduct that we expect from Corus' suppliers when doing business with us or on our behalf. This includes prohibiting child labour and preventing human rights impacts linked to modern slavery, bribery and corruption.

### Anti Bribery and Anti-Corruption Policy

Corruption and bribery are not victimless crimes. We recognize that due to pre-existing inequalities and intersectional discrimination, corruption has a disproportionate impact on women, children, migrants, peoples with disabilities and peoples living in poverty. These groups are often more reliant on public goods and services and have limited means to look for alternative private services. In addition, those involved in efforts to investigate, report, prosecute and try corruption are at heightened risk of human rights violations and require effective protection.

In addition to our internal policy, we expect our suppliers to have policies and practices that prohibit bribery or corruption of any kind (including facilitation payments to local or foreign government officials). We expect that our suppliers provide clear guidance to their affiliates, employees and contractors regarding prohibited dealings with sanctioned entities and how to avoid conflicts of interest situations in their business dealings.

We do not tolerate improper dealings with sanctioned parties, bribery or any other form of corruption. Corus will not knowingly do business with others who do not ascribe to this same zero-tolerance approach.

## C. Risk Management Approach

Environmental and social risk is incorporated as a risk category in Corus' comprehensive Enterprise Risk Management Framework. We recognize that risks of human rights impacts, an important aspect of overall environmental and social risk, are complex and multi-faceted.

The Risk Committee supports the Executive Leadership Team in establishing Corus' Enterprise Risk Management process. With representation from leaders across Corus, the committee is responsible for reviewing and assessing all major types of risk that could affect our ability to achieve our business objectives or strategic priorities, including reputational and ESG risks. It reports quarterly to the Board on risk management through the Board's Audit Committee. The Senior Director of Risk and Compliance and the Head of Environment and Sustainability Governance coordinate reporting to help identify and monitor environmental and social risks and provide context for how our ESG goals and action plans are aligned with our risk appetite.



#### **D. Raising and resolving concerns**

Our Raising Concerns Policy sets out how individuals can raise a concern at any time, make reports about actual, suspected or potential violations of the Code. It also details who reviews reports and how investigations are conducted at Corus. The Ethical Conduct Office will review and assess the concerns raised, and will work with the employee, the Leader and the People Team Business Partner on how to appropriately address and resolve them through the various resolution options.

Corus is committed to maintaining a safe space for employees to raise their concerns, without the fear of reprisal. Corus understands that reprisal is one of the biggest concerns for employees and a barrier to coming forward. This is why Corus **prohibits any retaliatory** behaviour against employees who bring forward a complaint, is a witness or participates in an investigation or resolution of a complaint.

Resolution options for employees to address concerns are also made available through applicable collective agreement provisions. Access to provincial and federal administrative employment and human rights tribunals remains available, in addition to our internal complaint and resolution processes.

#### **E. Review and Approval**

This statement is approved by our Executive Leadership Team. Related policies will be reviewed and updated, as required, to meet evolving requirements and guidance and to help ensure we remain aligned to our commitment to human rights.