

Vendor

Code of Conduct





I INTRODUCTION



Ottawa station facade.

CBC/Radio-Canada ("the Corporation") must be a pertinent, inclusive and inspiring public media organization that will make current and future generations proud and maintain the trust of Canadians. With the [Progress in Progress](#) plan and the [Greening Our Story](#) strategy, the Corporation has taken steps to put equity, diversity, inclusion and sustainability at the heart of its actions.

Consequently, the Corporation strives to conduct business with Vendors who share its strategic priorities and commitment to high ethical standards and who operate in a socially and environmentally responsible manner.

I PURPOSE AND SCOPE

The Corporation's Vendor Code of Conduct ("the Code") outlines the principles and expectations that vendors, suppliers, service providers, consultants working on or off site, as well as their employees and representatives (each, a "Vendor"), or their sub-contractors or subsidiaries, agree to comply with when conducting business and providing goods and services.



All Vendors must meet or exceed the requirements set forth in the Code. It is the Vendor's responsibility to monitor their sub-contractors or subsidiaries to ensure compliance with the Code.

In the event of a conflict or inconsistency between the Code and a contractual agreement between the Corporation and a Vendor, the contractual agreement will govern and prevail.



Dorothy Stewart, host of Winschgaoug CBC North.

1-ETHICAL BUSINESS PRACTICES

In all their activities, Vendors must comply at all times with applicable laws, rules and regulations.

1.1 Conflict of interest

Vendors must make sure that they and their employees are familiar with the Corporation's [Code of Conduct](#), that they act consistently with it and do not contribute to its breach by the Corporation or Vendor employee.

Vendors should not provide any gift, meal or entertainment to the Corporation employee in any situation in which it could influence directly or indirectly, or be



perceived to influence, any of the employee's decisions in relation to the Vendor. Employees can occasionally accept unsolicited gifts as per section Gifts, Hospitality and Events of the [Code of Conduct](#).

All forms of corruption, extortion, bribery or embezzlement are unacceptable under the Code.

1.2 Vendor diversity and accessibility

The Corporation has established, and periodically enhances its Equity, Diversity and Inclusion [Plan](#). Vendors are encouraged to be aware of this plan, to develop their own plan to address any barriers facing historically underrepresented groups such as women, Indigenous Peoples, racialized people, members of LGBTQ2+ communities, persons with disabilities and veterans.

Vendors are encouraged to promote, identify and integrate diversity amongst their own vendors, in addition to their own employees.

Vendors are encouraged to promote accessibility within their workplace and to incorporate universal design principles by removing or preventing the introduction of barriers that may impede a person from autonomously using products, services, solutions, or environments.



Event National Accessibility Plan 2023 in Montreal



| 2-LABOUR AND HUMAN RIGHTS

The Corporation Vendors uphold the human rights of their employees, and treat them with dignity and respect in compliance with internationally accepted standards as defined in the [International Labor Organization \(ILO\)](#) conventions, the [UN Guiding Principles](#) on Business and Human Rights and regional or national legislation governing working conditions.

Vendors shall have an anonymous or confidential method whereby their employees can raise issues of concern and speak up without fear of reprisals, discrimination, harassment, or any negative repercussions.



Employee who works in the Winnipeg station

2.1 Freely chosen employment

Vendors shall not use any form of forced or involuntary labor, slavery or human trafficking. All work must be voluntary, and their employees shall be free to leave or terminate their employment at any time.

2.2 Child labor

Vendors shall not permit child labor or hire employees under the legal age of employment.

2.3 Wages, benefits and working hours

Vendors shall pay their employees according to applicable wage laws, including minimum wages, pay equity, overtime hours and mandated benefits. Working hours shall not exceed the maximum set by local law.

2.4 Discrimination and harassment

Vendors shall prohibit discrimination based on grounds set out in the Canadian Human Rights Act. These grounds currently include race, national or ethnic origin, colour, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, genetic characteristics, disability, and conviction for an offence for which a pardon has been granted or in respect of which a record suspension has been ordered.

Vendors shall provide their employees with a workplace free of harassment, harsh, and inhumane treatment including any sexual harassment or abuse, corporal punishment, mental or physical coercion; nor is there to be the threat of any such treatment.

2.5 Freedom of association

Vendors shall respect the rights of employees, as set forth in local laws, to associate freely and to bargain collectively.

3-HEALTH AND SAFETY

Vendors shall provide a safe and healthy workplace and comply with all applicable health and safety laws and permits and perform all services in a diligent manner in respect of health and safety matters. Where appropriate, Vendors shall implement and train their employees on policies, programs and procedures to address health and safety matters.

Vendors shall have procedures and systems in place to manage, track and report occupational injury illness and hazards.



Employees who works in the Moncton station



The solar panel located in Pointe La Nim, New Brunswick.

| 4-ENVIRONMENTAL PROTECTION

Vendors are expected to comply with all applicable environmental laws and to obtain and maintain the required environmental permits.

Vendors are encouraged to conduct their business in the most environmentally sustainable way, in order to fight climate change and support circularity as well as helping the Corporation to reduce its environmental footprint.

They are encouraged to set environmental strategies, targets and programs in order to monitor and aim to reduce the use of energy, materials, waste, water usage and greenhouse gas emissions. It is recommended that vendors share these processes in a transparent way in alignment with established standards and protocols.



I 5-COMPLIANCE AND MONITORING

Vendors are expected to monitor and maintain documentation to demonstrate compliance with this Code, applicable laws and regulations.

In the case of any deficiencies identified with respect to compliance with the Code, Vendors are expected to promptly take corrective action as well as to report the situation to the Corporation at the contact identified below.

The Corporation reserves the right to request information and monitor the Vendor's compliance to the Code through questionnaires, site visits or audits by the Corporation or any designated representative.

If Vendors or their subcontractors are unable or unwilling to comply with this Code, it could constitute a default as per the contract between the Vendors and the Corporation and the Corporation reserves the right to take appropriate actions.

5.1 Reporting Noncompliance

All questions pertaining to the interpretation or application of this Code should be referred to the Corporation Supply Chain management at the address below.

Any person with reason to believe that the obligations or principles of the Code are not being respected by a Vendor is asked to report it to the Corporation Supply Chain Management: **By email:** CodeofConduct@CBC.ca