

Global Human Rights and Counter-Modern Slavery Policy

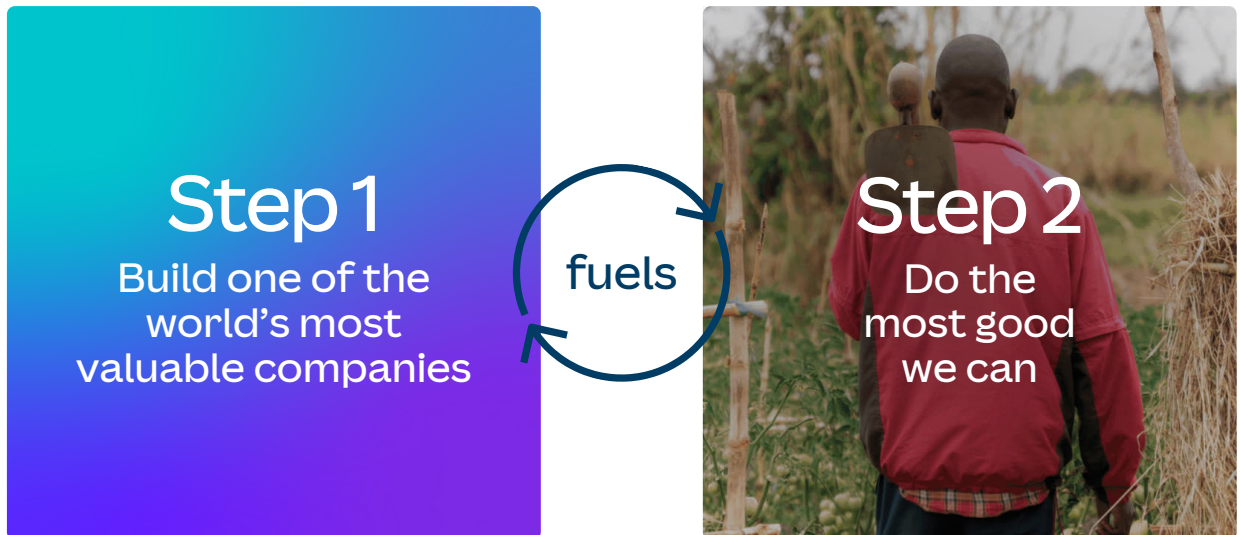
Contents

- 1 [Overview](#)
- 2 [Scope](#)
- 3 [Our Commitment](#)
- 4 [Speak Up!](#)
- 5 [Where can you find this Policy.](#)
- 6 [Additional Resources](#)
- 7 [Breaches of this Policy.](#)
- 8 [Variation](#)



Overview

- 1.1 At Canva, we aim to live our values each and every day under our simple two-step plan:



- 1.2 We are committed to protecting and promoting human rights, including through combating modern slavery.

Scope



- 2.1 We expect all our Canvanauts globally, as well as our global partners including any vendors, contractors, consultants, suppliers and others acting on Canva's behalf, to be familiar with this Policy and to uphold our commitment to human rights with respect to their Canva-related activities in accordance with the standards set out in this Policy.
- 2.2 This Policy is intended to give an overview of Canva's commitment to human rights and to address modern slavery risks, but is not intended to be exhaustive.
- 2.3 The definitions of the conduct outlined below may differ between jurisdictions. In addition, the Policy remains subject to local laws in each jurisdiction. To the extent that any inconsistency arises, local legislation will prevail.
- 2.4 Canva's Anti-Slavery Team is responsible for this Policy and is the best point of contact for you if you have any questions. You can reach our Anti-Slavery by emailing our Legal Team at legal@canva.com.
- 2.5 Canva's commitment to human rights is also led by our Canva Pty Ltd board of directors, who are responsible for approving our annual Anti-Slavery Statements. Our previous Anti-Slavery Statements can be found [here](#).
- 2.6 This Policy should also be read alongside our [Company Values](#), [Global Whistleblower Policy](#) and our [Supplier Code of Conduct](#).



Our Commitment

- 3.1 Slavery is a crime and a violation of fundamental human rights. It takes various forms, such as servitude, forced labour, forced marriage, debt bondage, deceptive recruiting, human trafficking, whether of adults or children, and child labour, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain (**modern slavery**).
- 3.2 At Canva, we strive to:
- act ethically and with integrity in all our business dealings and enterprise relationships, including responsibly sourcing the goods and services used in our business;
 - ensure our team has the right to freely choose employment and enjoy freedom of movement and association;
 - provide safe, healthy and respectful working environments where everyone is treated fairly with dignity and respect;
 - implement and enforce effective systems and controls to mitigate any risk of modern slavery in our own business, and, to the extent we practically can, in any of our supply chains;
 - regularly review these systems and processes to ensure their ongoing effectiveness;
 - empower others by ensuring we are transparent in our approach to tackling the risk of modern slavery in our own business and throughout our supply chains;
 - take action to prevent, mitigate and, where appropriate, remediate the harm caused by modern slavery in our business and supply chains, including conducting risk assessments; and
 - comply with applicable laws and regulations wherever we operate, including under the *Modern Slavery Act 2018* (Cth).

4

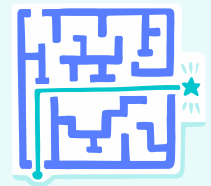
Speak up!



- 4.1 Canva aims to create a workplace where everyone feels safe and supported. We believe that fairness and transparency is critical to a successful team. We take the prevention, detection and reporting of modern slavery and other human rights abuses in any part of our business or supply chains extremely seriously. It is the responsibility of all of us working together.
- 4.2 You are encouraged to raise concerns about any issue or suspicion of modern slavery in connection with any parts of our business operations or supply chains with your Coach or the People team.
- 4.3 Alternately, Canva's [Global Whistleblower Policy](#) provides information on how individuals may raise concerns about suspected reportable conduct at Canva, and our commitment to ensuring that any person who makes a disclosure is treated fairly and is protected.
- 4.4 Canva's external [Speak Up Inbox](#) provides a secure channel for certain individuals to confidentially raise these concerns (including anonymously, if they prefer). All Speak Up reports will be carefully reviewed by our Workplace Integrity team, and handled with the utmost sensitivity.

5

Where you can find this Policy



- 5.1 This Policy is shared during the onboarding and procurement processes at Canva and is made available to Canvanauts internally via the [Canvanaut Hub](#).
- 5.2 Canvanauts and our suppliers may be required to attend training sessions from time to time to ensure ongoing education regarding the application of this Policy.

6

Additional Resources

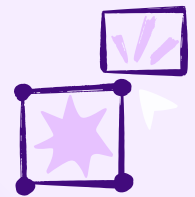


6.1 Our approach to human rights is informed by these international standards:

- The International Bill of Human Rights (including the United Nations Universal Declaration of Human Rights and the ILO's Declaration on Fundamental Principles and Rights at Work); and
- The United Nations Guiding Principles on Business and Human Rights.

7

Breaches of this Policy



- 7.1 Unfamiliarity with the standards and commitments set out in this Policy or any other Canva policy will not excuse non-compliance.
- 7.2 Any Canvanaut who knowingly engages in or otherwise takes action that supports modern slavery, or knowingly takes action that breaches any human rights in connection with our business operations or supply chains, will face disciplinary action, up to and including termination of employment or other engagement.
- 7.3 For partners and suppliers that we work with, a failure to comply with this Policy may be grounds for terminating our working relationship.