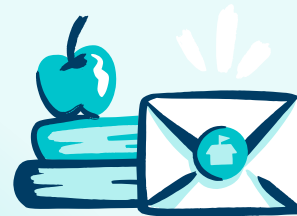


Global Supplier Code of Conduct

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Overview



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



- 1.2 As part of step two, Canva is committed to doing business ethically and fairly. It's important that Canva's suppliers uphold this same commitment by way of compliance with this code of conduct ("**Code**").
- 1.3 This Code applies to all suppliers of goods or services to any Canva entity ("**Suppliers**"). While this Code reflects the expectations Canva has for its Suppliers, Suppliers must first and foremost comply with all applicable laws, regulations, and directives in their respective jurisdictions, in addition to any contracts in place with Canva. Canva expects Suppliers to hold their suppliers to the same standards that are set out in this Code.
- 1.4 Canva's Regulatory & Compliance team is responsible for this Code and is the best point of contact for you if you have any questions. You can reach Canva's Regulatory & Compliance team by emailing legal@canva.com.



Fair Labour

- 2.1 Suppliers must pay their workers in accordance with the minimum wage provisions as required under applicable local laws, and except as allowed under applicable law, Suppliers must not make deductions from wages to discipline workers. Furthermore, a Supplier must comply with all applicable laws relating to: (i) the number of hours its personnel works, (ii) overtime pay, (iii) child labor laws, (iv) attendance and break times, (v) recordkeeping, (vi) and any other requirements required for its personnel as it pertains to applicable fair labor standards and laws.
- 2.2 Suppliers must comply with all applicable local laws related to fair treatment and nondiscrimination of its personnel, and specifically under no circumstances permit any form of harassment, abuse, or other illegal treatment of its personnel.
- 2.3 Suppliers must have health and safety standards, processes and policies in place as required under applicable local law. Suppliers must also have appropriate emergency response procedures in place in the case of emergencies that affect the workplace or the well-being of workers.



Modern Slavery

- 3.1 Canva's Human Rights and Counter-Modern Slavery Policy details our commitment to protecting and promoting human rights including through combating modern slavery. We expect all our Suppliers to be familiar with this Policy and uphold our commitment to human rights. This includes prohibiting the use of any forms of forced labour, including slave labour, prison labour, indentured labour, or bonded labour.
- 3.2 Suppliers must not engage in the trafficking of labour in any way, and must not require workers to surrender documentation (such as passports or work permits) as a condition of employment or otherwise. If any such documentation is required to be provided to the Supplier and is permissible under applicable legislation, the Supplier must explain the reason for that requirement and not hold or keep the documentation for longer than is necessary.

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Diversity, Equity & Inclusion



- 4.1 Canva promotes the values of diversity, equity, and inclusion. Canva is committed to engaging with Suppliers who align with these values, including by supporting diverse businesses within its own supply chain by providing fair opportunities, acting in compliance with all applicable diversity, equity and inclusion-related local laws, and engaging in their own diversity, equity, and inclusion related internal policies.
- 4.2 Suppliers must not discriminate in hiring or employment practices based on any protected class under applicable local laws, including, but not limited to: race, colour, age, sex, gender, sexual orientation, marital status, ethnicity, national origin, disability, genetic information, medical condition, pregnancy, religion, political affiliation or union membership, or any other protected attribute under applicable legislation.

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Conflicts of Interest



- 5.1 Suppliers must immediately disclose any potential, perceived or actual conflicts of interest (whether direct or indirect) where this interest may have undue influence on the Supplier's working relationship with Canva, including throughout the procurement process.

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Environment



- 6.1 Suppliers must comply with all applicable environmental laws and obtain all necessary environmental permits.
- 6.2 Suppliers are expected to reduce their environmental impact and are encouraged to take steps to help Canva achieve its goal of Net Zero emissions by 2040. In order to help it achieve this goal, Canva aims to work with suppliers that use renewable energy to power organisational operations and manufacture products or maintain services in an environmentally sustainable manner.

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Speak up!



- 7.1 Canva aims to create a workplace where everyone feels safe and supported. We believe that fairness and transparency is critical to a successful team.
- 7.2 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.
- 7.3 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.