



Annexure 3 - United States

In the United States (U.S.), there are many laws, including both state and federal laws, that protect Eligible Whistleblowers against retaliatory conduct by employees in a variety of circumstances.

These laws are too numerous to discuss in depth but some of the more important ones relative to your work at Canva are summarized below along with the types of legal protections that may be available under U.S. law. More information regarding these protections can be found on the U.S. Department of Labor website, here: [Whistleblower Protections | U.S. Department of Labor \(dol.gov\)](https://www.dol.gov/whistleblower-protections)

Please note Canva is unable to advise you on how the law will apply to your specific circumstances. If you require further information on the application of the law, please seek independent legal advice.



Who is an eligible whistleblower?

Taken as a whole and depending on the circumstances, U.S. whistleblower laws protect current and former employees, directors and other officers, contractors, suppliers, employees of suppliers, and associates of Canva.



What is a protected disclosure?

In general, a Protected Disclosure is a report to a governmental authority or Canva management relating to such issues as consumer products, discriminatory conduct, employee safety, threats to the environment, fraud and financial crime and wage and employment violations. Depending on the circumstances, there are other categories of disclosures.

A disclosure can qualify for legal protection even if it is made anonymously or it turns out to be incorrect.



What is a protected disclosure? cont.

What protections and remedies apply?

If you make a Protected Disclosure under these or other whistleblower laws, you have certain protections, including confidentiality and, as discussed above, freedom from retaliation (also referred to as “detrimental conduct” throughout this policy).

If these protections are violated, you may be able to recover civil penalties.