

Respectful workplace ethics and human rights

Respect and professionalism in the workplace

With the goal of pursuing efforts to promote a safe, healthy and professional environment, Bell created a dedicated intranet website on respectful workplace ethics, where users can obtain information on how to help:

- Promote deeper, more productive relationships in the workplace
- Understand the roles and processes to follow in case of incivility, conflict or violence/harassment
- Locate support tools related to prevention, such as the Civility guide and Leader's guide to managing conflict and other structured conflict resolution support
- Identify ways to report incidents of potential workplace incivility, conflict or violence, including access to a standardized complaint form and an anonymous whistle-blowing channel
- Obtain support, including psychological support, notably through our Employee and Family Assistance Program
- Create awareness through on-line training programs and face-to-face workshops for all Team members and Leaders, to equip them with the appropriate skills to de-escalate situations of incivility, conflict and prevent harassment and violence in the workplace

GRI 407-1, GRI 410-1

Human Rights

Respecting human rights

WHY IT MATTERS GRI 103

Workplace human rights embody key values in our society such as fairness, dignity, equality and respect. They are an important means of protection for all of us. Everyone has the right to work in an environment free from bullying, harassment, discrimination and violence. Employers need to be aware of their responsibilities to ensure that the working environment or workplace culture is not sexually or racially hostile.

WHAT WE ARE DOING

Bell strives to comply with all applicable laws and respects internationally recognized human rights, wherever we operate. Respecting human rights reduces a number of risks and costs for Bell and results in many benefits, including: offering a fair and accessible work environment to our employees, increasing our ability to attract and retain team members, customer loyalty of our products and services, brand recognition, safeguarding our social license to operate, reducing exposure to legal liability and punitive action by investors and business partners.

Since 2006, Bell has been a signatory of the [United Nations Global Compact](#), a voluntary initiative based on CEO commitments to implement 10 universal sustainability principles.

These Principles are derived from the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the United Nations Convention Against Corruption.





2 principles address human rights:

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights, and
- Principle 2: Businesses should make sure that they are not complicit in human rights abuses

Workplace harassment and violence can occur on the basis of prejudice, bias or misconceptions associated with a team member's personal characteristics such as race, national or ethnic origin, skin color, religion, age, sex, sexual orientation, gender identity, gender expression, marital status, family status, genetic characteristics, disability or on any other prohibited grounds listed in the applicable human rights legislation.

Bell supports human rights by striving to create a safe, inclusive, equitable and accessible workplace, where all team members feel valued, respected and supported to achieve their full potential. Our policies, which go beyond the minimum legal requirements related to human rights, dedicate resources to support all team members' rights in and outside the workplace. In addition, we have a policy addressing family violence, outlining the process and safety options available to protect our team members' health and safety.

Bell's policies and public commitment

Bell considers the International Bill of Human Rights and the core International Labour Organization (ILO) Conventions when adopting human rights best practices, ensuring that they also comply with Canadian human rights laws. Bell has adopted policies as a commitment to fulfill our responsibility to respect human rights, approved by our board or equivalent. Our policies include [Bell Mental Health Policy](#), [Bell Health and safety policy](#), [Workplace violence and harassment prevention policy](#), [Code of Business Conduct policy](#) among others.

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- Our policies stipulate the company's human rights expectations of our team members, business partners and those directly linked to the organization's operations, products or services
 - These policies are communicated to these parties through a variety of channels, depending on the party. Channels include our intranet site, our Code Business of Conduct, our mandatory training (to be completed every two years), various webinars on being inclusive and promoting diversity and a contractual requirement that our business partners have their employees review our Supplier code of conduct.
 - Our Code of business conduct is publicly available on [BCE.ca](https://www.bce.ca)

Our [Code of business conduct](#) requires each team member to demonstrate respect and value our unique differences, including: culture, ethnicity, gender identity, gender expression, age, religion, disability, sexual orientation and others on the basis of human rights. We have processes in place to support accommodation requests due to medical, family or religious needs. Our [Workplace Harassment and Violence Prevention policy](#) also supports Bell's efforts to foster a safe, respectful, diverse and inclusive workplace and to prevent and effectively resolve incidents of harassment and violence that may occur. This includes those based on human rights, as well as providing support to those who may have been involved in such incidents.

We provide team members with information on the accommodation process, roles and responsibilities of each stakeholder and other tools specifically designed to support our commitment to human rights. Team members can also request medical workplace accommodations through an online tool. Since its launch in 2017, more than 1,060 team members have accessed this tool to submit a medical accommodation request.

Leaders are encouraged to support team members through informal accommodations with the tools gained from the mandatory mental health leadership training. We understand that leading a mentally healthy workplace involves identifying and implementing appropriate accommodations that balance the needs of the team member with the business. A Corporate Accommodation Committee addresses cases that are more complex. Promoting accommodation and making it a part of our company's culture is also key to ensuring a successful return to work after a disability leave. Furthermore, the accommodation process is



formally integrated in the collective agreements applicable to our unionized team members.

We also exert influence through value-chain management. Because of the proliferation of global sourcing and distribution, companies must be aware of potential human rights issues both upstream and downstream. To address this issue, Bell has had a Supplier Code of Conduct in place since 2007, which was recently updated in 2020. Also, the company has adopted measures in our purchasing operations with the objective of avoiding conflict minerals that finance or benefit armed groups.

Respecting and supporting human rights strengthens our relationships with our stakeholders. Customers and team members feel that their values are reflected in the company's culture, and responsible investors feel assured that the company is being managed in a supportive and proactive manner.

Auditing of processes designed to protect workplace human rights is intended to verify that Bell is not causing or contributing to adverse human rights impacts through our own activities and with regard to labour and employment practices, in our capacity as producers, service providers and employers.

Supporting human rights

Bell is a socially responsible organization with a desire to support the promotion of human rights within our sphere of influence, especially in ways that strategically link to our core business activities. Special attention is paid to the rights of underrepresented groups.

Bell Let's Talk, launched in September 2010, is the largest corporate initiative dedicated to mental health with a commitment to date of \$129,588,747.75 following Bell Let's Talk Day on January 26, 2022, and a goal of reaching \$155 million by 2025. Bell Let's Talk is focused on engaging Canadians to take action to create positive change in mental health, with a strategy built on 4 key pillars: Fighting the stigma, Improving access to care, Supporting world-class research and Leading by example in workplace mental health.



Bell Let's Talk is not only changing the landscape of mental health funding in Canada, but is also contributing to changes in attitudes and behaviours and encouraging Canadians to take action to create positive change. For more information about Bell Let's talk, see our website.

In addition to mental health, Bell has taken a strong stance against discrimination and social injustice. We are taking meaningful action to address the impacts of systemic racism on Black, Indigenous and People of Color within our company and across our communities.

Part of this commitment includes the creation of the \$5 million Bell Let's Talk Diversity Fund. The Diversity Fund supports the mental health and well-being of members of Black, Indigenous and People of Color communities across Canada.

Our insistence on fairness extends to recognizing the right of our employees to be compensated fairly. Consequently, we provide our employees with a very competitive compensation package, including wages and extensive benefits. Our sustained success as a business enables us to offer high-value careers in an important industry, with a company that prides itself on a solid social, environmental and governance record. We believe this enables us to attract the very best new recruits, thus helping us sustain our progress.

To the extent this information sheet contains forward-looking statements including, without limitation, outlooks, plans, objectives, strategic priorities, commitments, undertakings and other statements that do not refer to historical facts, these statements are not guarantees of future performance or events, and we caution you against relying on any of these forward-looking statements. Forward-looking statements are subject to inherent risks and uncertainties and are based on assumptions that give rise to the possibility that actual results or events could differ materially from our expectations expressed in, or implied by, such forward-looking statements. Refer to BCE Inc.'s most recent annual management's discussion and analysis (MD&A), as updated in BCE Inc.'s subsequent quarterly MD&As, for further information on such risks, uncertainties and assumptions. BCE Inc.'s MD&As are available on its website at bce.ca, on SEDAR at sedar.com and on EDGAR at sec.gov.