



2024 Annual Report Under Section 11 of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*

ABOUT THIS REPORT

This is the first annual report prepared by Warner Music Canada Co. (“Warner Music Canada”, “Warner”, “us”, “we”) pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”), for the fiscal year ending September 30, 2023 (the “Reporting Period”).

This is not a joint report; however, affiliate offices in different territories within the Warner Music Group have submitted reports pursuant to similar reporting requirements under respective legislation in force in Australia and the United Kingdom.

ABOUT WARNER MUSIC CANADA

Warner Music Canada is incorporated under the *Companies Act* (Nova Scotia), and is principally located in Toronto, Ontario. Warner Music Canada is the Canadian affiliate of Warner Music Group (“WMG”), which is a global entertainment and record label conglomerate headquartered in New York City.

WMG conducts business in over 90 offices across 6 continents and employs over 5,000 people worldwide. There are approximately 200 employees working in Canada.

As set out in the WMG Code of Conduct, as well as our Whistleblower and Anti-Corruption policies, we seek to promote honest and ethical conduct both within our operations and our supply chain and support compliance with applicable laws and regulations wherever in the world our business is conducted.

POLICIES AND DUE DILIGENCE

WMG Code of Conduct

The WMG Code of Conduct (the “Employee Code”) outlines the expectations and governs the conduct of all employees, contractors and leaders within WMG, globally. Included in this Employee Code is WMG’s commitment to integrity in the global community, and in acting as good corporate citizens employees are required to comply with the laws and regulations that support the protection of human rights. We recognize their importance in promoting individual health and welfare and do not tolerate or permit human trafficking, or the use of child, forced, indentured or involuntary labor in any of our operations.

WMG Supplier Code of Conduct

WMG's Supplier Code of Conduct (the "Supplier Code"), which reflects those standards that we ask of ourselves and which we look for in our partners includes standards designed to, among other things, ensure that the human rights of workers are upheld and that workers are treated with respect and dignity by each of our partners, suppliers, licensees and advisers. Failure by a supply chain partner to comply with our standards or ensure the compliance of their sub-contractors, can lead to cessation of the business relationship and could result in legal action.

This Supplier Code is now required for all new Warner contracts and is being systematically rolled out globally to align all partners to WMG's business expectations. WMG also automating certification processes to make it easier for vendors to confirm their compliance with the Supplier Code. We expect our supplier to maintain safe and productive workplaces, encouraging their employees to raise concerns if they have reason to believe that the Supplier Code, or the law, has not been complied with. We expect our suppliers to provide a simple, confidential and, where possible, anonymous mechanism through which their employees and other individuals can raise concerns. We expect our suppliers to operate on a policy of non-retaliation in the event that concerns are raised.

The Supplier Code is founded on the conventions of the International Labour Organisation, the Fair Labor Association Code of Conduct and the UN Declaration of Human Rights. The Supplier Code provides consistent criteria for assessing how our suppliers are progressing when it comes to human rights. Our suppliers are expected to identify and correct any activities that conflict with the standard of the Supplier Code via verifiable and continual improvement programs agreed with WMG. If serious breaches of the Supplier Code by one of our suppliers occur without being satisfactorily remedied, we may terminate our business relationship with that supplier.

OUR SUPPLY CHAIN

Warner sources goods from a diverse supply base and we have a zero-tolerance policy for any suppliers who do not comply with all laws, including laws pertaining to trafficked, bonded, child, prison, indentured or forced labor. Wherever possible, we work to build long-standing relationships with suppliers and insist on visibility into their business standards. WMG reviews, through methods including diligence screening, site visits, questionnaires, select suppliers to ensure that, so far as possible, the supply chain is operating ethically and consistent with the standards of WMG.

TRAINING

The WMG Compliance and Ethics Education Program is offered to reinforce our shared goals and values, and to provide employees guidance on a broad range of ethics and compliance issues. All employees receive training on our Code of Conduct which includes a segment

dedicated to educating employees on protecting human rights. We believe all employees can play a role in preventing modern slavery in our business interactions—in large ways and small. We provide mandatory online training programs to all employees which help employees be aware of the risks, be able to identify the risks, and respond appropriately to them.

APPROVAL & ATTESTATION

This Report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of Warner Music Canada Co.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.



Marcel Deluca
Vice-President, Business Affairs
July 8, 2024

I have the authority to bind Warner Music Canada Co.