

LE GROUPE  
**CIRQUE DU SOLEIL™**  
ENTERTAINMENT GROUP



**CODE OF ETHICS**



# FROM THE PRESIDENT AND CHIEF EXECUTIVE OFFICER

Dear colleagues,

On behalf of the entire management team, I am happy to present our new Code of Ethics. This document encompasses the fundamental values and principles of Cirque du Soleil Entertainment Group. Through these values and principles, we hope to maintain the high standards we have set in terms of ethical conduct and social responsibility.

Our employee community is the heart of our organization, and we recognize the necessity of creating a safe, respectful, and inclusive work environment for each and every one of you. This code establishes clear and concrete guidelines in response to serious questions like how to handle harassment, discrimination, health and safety, conflicts of interest, and much more.

We must all understand and follow these high ethical standards, because we are all, individually and collectively, responsible for maintaining the integrity and reputation of the company. By following these principles, we reinforce not only our commitment to our colleagues but also to our audiences, partners, and the community as a whole.

I invite you to carefully read through the Code of Ethics and to put it into practice in each aspect of your daily work. Together, we can create a working and creative

environment which is healthy, safe, and fulfilling, individually and as a community.

Thank you for your continued commitment to our community values.

Stéphane



**Stéphane Lefebvre,**  
President and Chief Executive Officer







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# INTRODUCTION









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# OUR STANDARDS OF INTEGRITY



























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# PLAY BY THE RULES









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# GLOBAL CITIZENSHIP AND SOCIAL INVOLVEMENT





# 6 GLOBAL CITIZENSHIP AND SOCIAL INVOLVEMENT

## 6.1 AN INTERNATIONAL PRESENCE

The Company is dedicated to delivering services and cooperating with community leaders and members throughout the world to benefit local communities. While the Company is bound by Canadian laws and regulations, we recognize that, as we grow, we are introducing not only a new Company, but often a new corporate culture and, perhaps, different business practices in countries all across the globe. We expect every employee to follow the letter and the spirit of those Canadian laws that may apply (for example, the anti-corruption laws) and maintain an awareness and a commitment to observe differing legal requirements from country to country. If a local law conflicts with our Code, comply with the local law. If a local custom conflicts with our Code, comply with the Code.

## 6.2 HUMAN RIGHTS, ENVIRONMENT AND RESPONSIBLE PROCUREMENT

With a view to ensure sustainable development, CDSEG aspires to be a responsible agent of change and a good corporate citizen. In this regard, the organization is working towards Sustainable Development and follows a clear ESG (Environment, Social and Governance) plan at all levels of the organization. We are committed to the protection of human rights, the environment and the conservation of natural resources. The Company recognizes and protects the fundamental rights set forth in the United Nation's Declaration of Human Rights and

respects labor laws and applicable national legislation regarding human rights. In the spirit of Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, the Company is committed to collaborating with their partners to fight against forced labor and child labor in our supply chain. Regarding the environment, we follow all laws and regulations in place and integrate environmental considerations into our organizational culture. In addition to complying with all such applicable laws regarding social and environmental issues, we also expect companies and contractors with which we partner to do the same. The Company has also developed and implemented a responsible procurement policy which guides its commercial relationships.

## 6.3 CHARITABLE AND POLITICAL ACTIVITIES

The Company values the culture of giving, of social engagement and of caring for others. We want to foster good relations within the communities where we operate. You are encouraged to participate in local activities that address the needs of the communities in which you live and work and to participate as a private citizen in government and political activities, using your own money and on your own time. It should always be clear to outside observers that these are your personal actions and not actions taken on behalf of the Company.

Make sure your involvement in charitable or political activities is made in accordance with the Company policy on philanthropic

activities, is not prohibited by other Company policies or suggestive of anything improper and does not use, without specific written authorization, any Company funds or resources to help or promote any charitable cause or political candidate or party.





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# CONCLUSION







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