



join a trade union including the right of workers to collective bargaining without fear or reprisal, intimidation and harassment.

(3) Employment Equity, Diversity and Inclusion

CCC is committed to maintaining business environments and relationships free from discrimination, including discrimination based on: age, race, colour, religion, creed, sex, gender identity, sexual orientation, marital or family status, nationality, ethnic or place of origin, citizenship, language, political belief, pregnancy, and disability. CCC promotes a diverse and inclusive workplace.

(4) Forced and Child Labour

CCC does not condone or accept any form of modern slavery, human trafficking, or child labour. CCC expects exporters to identify and address any such practices in their operations and throughout their supply chain.

(5) Privacy

CCC recognizes an individual's right to the protection of personal information and the need for information management



(3) MONITOR:

Monitoring implementation of the HRC recommendations is an important aspect of CCC's human rights program. While monitoring human rights impacts during the pursuit development stage and contract delivery phase rests with the business development and contract management teams respectively, all employees must report knowledge of any potential human rights issues to the HRC.

CCC's exporter due diligence further encourages exporters to report any information that they may receive regarding the use of the product by the end-user during the contract. CCC itself is subject to regular audits, both internal and those conducted by the Auditor General of Canada.

(4) COMMUNICATE:

We recognize the importance of transparency to demonstrate our commitment to human rights. CCC makes publicly available reporting on individual transactions, subject to the requirements of the *Access to Information Act* and any commercial confidentiality considerations. CCC records and reports internally on adverse human rights impacts through our risk assessments and will report to stakeholders on the implementation of this policy.

Further, pursuant to the implementation of the reporting requirements under the *Arms Trade Treaty*, State Parties must report annually on all exports and imports under the scope of the *Arms Trade Treaty*. CCC will, as required, support the Minister in the compilation of this report.

6.3 Grievance Mechanisms and Remediation

6.3.1 CCC's role as an intermediary between the two contracting parties in a transaction permits us to facilitate access to a remedy:

(1) Influencing Canadian exporters

9. Exceptions

The President must approve any exception to this policy through the use of the Exception Authorization Form found within the Policy Suite Management Procedures (PR-101-EN).

10. Enquiries

Questions and requests for interpretation/clarification should be submitted to the Vice-President of Legal Services, General Counsel and Corporate Secretary.