



# Statement on Harassment and Discrimination

Published October 2023

# Harassment and Discrimination Statement

## OUR APPROACH

The culture of our Company (“Comcast,” “we,” or “our”) is built on integrity, and one of our core values is our respect for each other. We are committed to a culture of fairness, respect, and inclusion: within our leadership and our workforce, with our customers and suppliers, in our programming, and in the communities we serve. We are clear that harassment and discrimination are not tolerated in any form.

As described in more detail below:

- We have strong policies against harassment and discrimination in any form.
- We seek to create a workplace where employees feel safe and valued and can be their authentic selves.
- We are committed to creating a work environment where employees feel comfortable raising concerns without fear of retaliation.
- We strongly encourage and expect employees who witness any harassment, discrimination, or other behavior inconsistent with a respectful workplace to speak up, and we require managers to do so in these situations.

- We take any allegation of harassment or discrimination seriously, investigate it, take action as appropriate, and seek ways to continuously strengthen our compliance program.
- We have training programs to educate our employees about our policies and procedures, including training on what behavior we expect, how to report concerns, and our anti-retaliation policy.
- Our Board of Directors (“Board”) oversees, monitors, and receives reports on harassment and discrimination in the workplace.

## POLICIES

Our policies prohibit harassment and discrimination, as well as other inappropriate conduct that does not rise to the level of harassment or discrimination under the law. Our [Code of Conduct](#), which our Board approves, sets forth:

- We are committed to treating people fairly and with respect and believe that we have a collective responsibility to foster a culture of fairness, respect, and inclusion that drives us to value and embrace differences.

# Harassment and Discrimination Statement

- Harassment and discrimination are not tolerated in any form. We prohibit any form of harassment or discrimination based on an individual's race, ethnicity, sex, sexual orientation, gender identity or expression, religion, age, marital status, national origin, ancestry, pregnancy or maternity, medical condition, physical or mental disability, military or veteran status, or any trait or status that is protected by law.
- We prohibit retaliation against any employee, officer, or director who in good faith raises a concern or assists in the investigation of suspected illegal or unethical conduct, even if a reported concern is ultimately unsubstantiated.

We provide employees with our Code of Conduct, and, in support of the principles described in the Code of Conduct, we maintain clearly defined and well-communicated policies and procedures prohibiting harassment and discrimination. We also maintain policies prohibiting retaliation against employees who in good faith raise a concern or assist in an investigation.

We expect Suppliers and Business Partners doing business with us or acting on our behalf to share our commitment to operate with integrity, including prohibiting any form of harassment, discrimination, or retaliation. In our [Code of Conduct for Suppliers and Business Partners](#), we set forth our expectation that our Suppliers and Business Partners foster an inclusive and non-discriminatory working environment where all workers are treated with respect and dignity.

# Harassment and Discrimination Statement

## COMCAST NBCUNIVERSAL LISTENS AND SKY LISTENS

We are committed to creating an environment where employees feel comfortable speaking up without fear of retaliation—we encourage and expect anyone who witnesses discriminatory, harassing, offensive, abusive, threatening, or retaliatory conduct or other behavior inconsistent with a respectful workplace to speak up and require that managers do so. We foster an open reporting environment that encourages employees to ask questions, raise concerns, and speak up—whether it relates to harassment, discrimination, retaliation, or any other suspected illegal or unethical conduct. [Comcast NBCUniversal Listens](#) and [Sky Listens](#) provide several channels for speaking up without fear of retaliation, including a helpline and a web portal that are administered by an independent third-party company. Once reported, concerns are promptly routed to the appropriate personnel and investigated.

A violation of the Code of Conduct or a Company policy, including our anti-retaliation policy, may result in disciplinary action, up to and including termination of employment, regardless of an employee's title or tenure.

As shown in our employee engagement surveys, our employees are aware of how to report ethical concerns or observed misconduct and believe they can report such matters without fear of retaliation.

## EMPLOYEE TRAINING PROGRAMS AND COMMUNICATIONS

We have developed comprehensive and mandatory training programs to educate employees about our Code of Conduct and our harassment and discrimination policies and procedures, including training on the Company's anti-retaliation policy and how to report concerns. We regularly review our harassment and discrimination training offerings to ensure content is effective.

Employee communications and intranet content across our business units establish "tone from the top" on Company culture and regularly raise awareness about how to speak up.

# Harassment and Discrimination Statement

## OVERSIGHT

Senior management and our Board oversee our efforts to combat harassment and discrimination in all forms. As reflected in its charter, the Governance and Corporate Responsibility Committee of the Board oversees, monitors, and receives reports on harassment and discrimination in the workplace, including with respect to the general handling of allegations of harassment and discrimination received by the Company and any such allegations involving an executive whose compensation is approved by the Compensation and Human Capital Committee of the Board.

More generally, our Board, through its committees, receives periodic reports on Comcast NBCUniversal Listens and Sky Listens and employee engagement surveys. Senior management and our Board are committed to, and management is incentivized through our executive compensation program to promote, a strong workplace culture with values of integrity and respect and to foster our Company's diversity, equity, and inclusion efforts.

## Third-Party Recognitions

We are committed to creating an engaged workforce through proactive listening and constructive dialogue, and believe, based on the results of our employee engagement surveys, that our employees value our workplace culture and recognize us as an employer of choice.

Over the years, our Company and our talented team have been recognized by numerous organizations and publications for leadership in a variety of areas, including many [third-party recognitions](#) relating to human capital and Diversity, Equity & Inclusion.