



## HUMAN RIGHTS POLICY

QVC Group, Inc. and our subsidiaries (“**QVC Group**”) acknowledge our responsibility to respect human rights. QVC Group is committed to ensuring that our employees, contractors and customers are treated with dignity and respect.

QVC Group directors, officers and employees are responsible for managing our business activities in full compliance with QVC Group, Inc.’s Code of Business Conduct and Ethics and applicable law. QVC Group will respect and comply with the laws, rules and regulations of the United States and the states, counties, cities, countries and other jurisdictions in which QVC Group conducts its business or which are otherwise applicable to QVC Group.

We strive to operate in a responsible manner and provide a safe and healthy workplace for our employees. QVC Group also seeks to maintain a workplace that is respectful and inclusive of all individuals and that is free from harassment, intimidation and offensive conduct. We recognize and respect the diversity, cultures, customs and values of the people in the communities where we operate.

QVC Group values and promotes workforce diversity and does not tolerate unlawful discrimination or harassment. We are an equal opportunity employer and are committed to treating all employees in a nondiscriminatory manner. Equal opportunity is extended to employees and applicants in all aspects of the employment relationship, including recruiting, hiring, training, promotion, transfer, discipline and termination. We also strive to provide fair compensation and benefits to our employees.

QVC Group does not tolerate any form of forced labor, human trafficking or child labor. In the event that our business activities are suspected of causing or contributing to human rights compliance issues, we will investigate, address and respond to the concerns raised and take appropriate corrective action in response to any substantiated allegation. QVC Group will not permit retaliation against anyone who, in good faith, reports or complains of violations of this policy.

Concerns regarding this policy, or suspected violations of this policy, can be reported to the following address:

QVC Group, Inc.  
Attn: Chief Legal Officer  
12300 Liberty Boulevard  
Englewood, CO 80112

Several subsidiaries of QVC Group, Inc. (QVC, HSN and Cornerstone Brands) have also implemented a separate Global Business Partner Code of Conduct that identifies the standards that their supply chain vendors are expected to maintain with respect to business processes, environmental impact, employment conditions and ethical conduct. The Global Business Partner Code of Conduct requires supply chain vendors to comply with international, national and other applicable laws.

QVC Group, Inc. reserves the right to interpret, modify, terminate or revise this policy, in whole or in part, without notice. QVC Group, Inc.'s Corporate Responsibility Committee is responsible for overseeing this policy.