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It's The Law

The basic tenet of corporate governance is compliance with the law. This principle encompasses all departments and business units and all employees. Laws include but are not limited to local, state and federal laws, regulations and ordinances including for the purposes of our discussion here...all environmental, health and safety (EHS) laws and regulations (OSHA and EPA). The laws that apply to our operations do so without exception or grandfathering. It is incumbent upon each of us - managers, supervisors, employees and contractors to comply with the law.

ViacomCBS derives strength from its diversified business units. This diversification, however, subjects us to a wide range of rules, regulations and laws. Each of us is subject to these laws whether it be something as familiar and routine to everyone as having to cross the street at a designated crosswalk with the light or conforming to a job-specific requirement like wearing a safety harness to guard against a fall. While we may trivialize something as simple as crossing the street, failure to follow the law can have serious consequences. For instance, there have been several incidents at our Broadcast Center in New York some resulting in serious injuries simply because someone chose not to cross the street at a designated crosswalk. While we may not like such a law or find it annoying, it exists for our safety, just like the OSHA regulation that requires news crews working at height to don the proper personal protective equipment.

A variety of rules, regulations and codes apply to a wide range of roles within the Corporation. All of them enacted to protect our workforce, the environment and the population at large. Some examples:

- OSHA requires that the materials used in our paint shops be labeled using the Globally Harmonized System so that those who may be exposed to hazardous substances are made aware of their risks.
- Anyone shipping equipment that contains lithium batteries must comply with Federal transportation Department regulations around the shipping of these possibly incendiary items for the protection of all.
- Facilities directors must maintain current Emergency Action Plans to ensure that there is an orderly response to an emergency.
- Locations that employ diesel generators must be aware of and comply with the Clean Air Act when running diesel generators for the good of all.

Clearly, environmental health and safety is a highly regulated area. Many of the regulations are highly technical and difficult to understand. The Corporate Environmental Health, Safety and Sustainability group is a part of the ViacomCBS Law Department. We are staffed with an environmental attorney, a Certified Industrial Hygienist/ Certified Safety Professional, and experts on transportation and shipping regulations. We are here to help you navigate these laws and to support you in your compliance efforts. Please let us know if we can be of assistance.