



WARNER BROS.
DISCOVERY

Our Guiding Principles

For Production

1 Act as One Team

Trust each other, succeed together, and grow together.

Collaborate within and across departments and make decisions that are best for all.

Foster an environment that encourages opportunities for growth, development, and overall wellbeing.

Respect, trust, and support each other.

Create What's Next

Be curious, innovate, and focus on the future.

Embrace differences; listen and learn from each other.

Leverage your skills and expertise to transform what we create, how we tell stories and deliver our content.

Experiment, be willing to pivot quickly and learn from the experience.

Empower Storytelling

Put creators, consumers and partners at the center, and share extraordinary stories.

Tell stories that entertain and inspire our viewers, communities, and each other.

Foster creativity and produce our best work.

Celebrate that your contribution on the production will deliver the best-in-class experience for the audience and fans.

Champion Inclusion

Empower others, have courage, and pursue equity.

Amplify the diverse voices of global storytellers to reflect audiences around the world.

Intentionally seek out diversity, remove barriers, and create a culture of respect and belonging.

Actively listen and lead with empathy, integrity, and transparency.

Dream It & Own It

Advocate the mission, move with speed, and drive results.

Own your role and responsibilities, taking pride and passion in what you do.

Work decisively, make clear choices and be accountable for the result.

Speak up and challenge the norm.