

Anti-Discrimination, Anti-Harassment and Promotion of Diversity Policy

Dear customers, suppliers and partners,

To drive innovation and foster operational excellence, SES-imagotag is heavily dependent on the talent and engagement of its employees, which are the key to its success. SES-imagotag's goal is to provide an open and inspiring work environment in which employees can fulfil their potential. It is thus critical that SES-imagotag maintain a strong commitment to high standards that ensure a fair, respectful and safe workplace for all employees.

At SES-imagotag, respect for human rights begins with a responsibility to treat everyone with dignity and respect. This includes being committed to a workplace that is free of harassment and discrimination. SES-imagotag does not tolerate any behavior that:

- Diminishes the dignity of a human being;
- Interferes with work performance; or
- Creates an intimidating, hostile or otherwise offensive working environment.

SES-imagotag also does not tolerate retaliation against anyone who raises a concern about harassment or discrimination.

SES-imagotag complies with the laws and regulations wherever it operates. Furthermore, SES-imagotag's approach incorporates [the Fundamental Conventions of the International Labor Organization](#). This commitment is underscored by SES-imagotag's participation in the [UN Global Compact](#).

Diversity and inclusion are defined differently across the globe. For SES-imagotag:

- **'Diversity'** refers to the representation of all individuals with differing origin, gender, gender identity, gender expression, sexual orientation, age, marital status or pregnancy, ethnicity, actual or assumed membership or non-membership of a specific ethnic group, language, morals, nation or race, caste, national or social origin, property, birth, political or other opinions, trade union or cooperative activities, union affiliation, religion and religious beliefs, physical appearance, surname or on the grounds of health or disability, or other distinguishing characteristics); and
- **'Inclusion'** refers to the respect, consideration and appreciation given to all members with diverse backgrounds.

SES-imagotag is committed to creating an equitable workplace in which diverse life experiences and origins are respected and valued.

At the end of 2021, the Group had 553 employees, spanning different cultures, languages, genders, ages and levels of expertise. They work together across the globe, providing the Group with one of its most significant strengths: Diversity.

SES-imagotag's diversity enables innovative thinking and original ideas, generating added value for customer solutions. SES-imagotag is particularly mindful of the range of backgrounds within its teams and of the expression of the cultures to which each individual belongs. SES-imagotag promotes the diversity of its collective cultures and of each individual. Its employees come from 41 nationalities and speak 28 mother tongues, the most prevalent being English, French, Chinese, German, Spanish and Italian.

To combat discrimination and harassment and promote both diversity and inclusion, and ensure equal opportunity for all, SES-imagotag is working on or has achieved the following:

- Raise awareness via trainings and videos shared in the global channel "Global digital learning";
- Mandate trainings on ethics and real-life situations, plus offer further ones on diversity, gender equality and unconscious bias;
- Provide company document in multiple languages;
- Equip offices in company facilities for people with mobility challenges;
- Develop a [Diversity and Inclusion \(D&I\) program](#), which was launched in September 2021, that specifically focusses on gender equality to ensure that women have the resources and equal opportunities to learn, evolve and grow at SES-imagotag.
- Create a global D&I community with specific leaders tasked with ensuring diversity and inclusion across all company activities;
- Raise management awareness: to ensure women representation on task forces, to distribute speaking roles equally and encourage women to speak up;
- Monitor pay gaps across the group (in France it is measured via the "égalité homme femme" gender pay gap index);
- Develop a confidential reporting system;
- Develop a dedicated Diversity and Inclusion survey and use the results to identify areas that need attention and foster employee engagement;
- Achieve a score of 4.3/5 on the following question in the E-NPS: "chances of development are the same for all people (regardless of their gender, ethnic origin, beliefs, sexual orientation, disability or not, etc.)."

Fundamental Principles and Initiatives

- *Anti-discrimination and Harassment.*

SES-imagotag will not tolerate any form of discrimination on any basis¹. It prohibits harassment, violence and retaliation of any kind and has a zero tolerance for violations motivated by any form of prejudice.

SES-imagotag does not discriminate in hiring or employment practices and decisions on grounds including but not limited to gender, sexual orientation or gender identity nationality, race, color, ethnicity, indigenous or social origin or religion, marital status, age, disability, political or other opinion and union membership.

Employment-related decisions must be based solely on relevant, objective, lawful and non-discriminatory criteria. Such decisions include, but are not limited to: hiring, promotion, lay-off

¹ Including national or social origin, birth, caste, race, gender, gender identity, gender expression, sexual orientation, age, marital status or pregnancy, ethnicity, actual or assumed membership or non-membership of a specific ethnic group, language, morals, property, political or other opinions, trade union or cooperative activities, union affiliation, religion and religious beliefs, physical appearance, surname or on the grounds of health or disability, or other distinguishing characteristics.

and relocation of workers, training and skills development, health and safety, any policy related to working conditions such as working hours and remuneration.

SES-imagotag is committed to creating a work environment that is free of inappropriate behavior and harassment of any type². Employees are responsible for supporting SES-imagotag in its endeavor to protect others from such harassment.

Wherever harassment occurs in the course of an employee's duties as a result of an act or omission by a third party or outsider, SES-imagotag will take all necessary and reasonable steps to support the employee. This will include the preventive actions outlined in the [Code of Ethics](#), signed by all employees and on which employees receive training, and in the [Whistleblower Policy](#).

- *Diversity:*

SES-imagotag is deeply committed to improving diversity, increasing inclusion, and advancing racial justice and gender equality. This is achieved by developing a Diversity and Inclusion (D&I) program in addition to:

- Protecting women's rights as well as those of minorities and vulnerable groups; and
- Promoting the diversity of its collective cultures and of each individual.

SES-imagotag actively creates and promotes an environment that is inclusive of every person and their uniqueness. It promotes diversity as a strategic and competitive business advantage. As it continues to grow, embracing diversity in every aspect of its business is vital to its long-term success.

- *Gender equality:*

As a signatory of the [UN Global Compact](#), SES-imagotag has a long-standing commitment to diversity, equity and inclusion. It is deeply committed to promoting gender equality and women's empowerment in the workplace.

For this reason, the [Diversity and Inclusion \(D&I\) Program](#), launched in September 2021, specifically focuses on gender equality to ensure that women have the resources and equal opportunities to learn and grow at SES-imagotag. This program also includes an individual axis offering mentoring, leadership training and personal development plans designed to boost women's careers within the company.

Furthermore, SES-imagotag is developing a specific plan for maternity and parenthood that includes:

- tailored working hours;
- longer maternity and paternity leave with full pay (longer than the statutory requirement in each country);
- offering health insurance for dependents in all countries; and finally
- offering parents special training on mental workload to learn about sharing between men and women.

SES-imagotag is very proud of the progress it has made as a diverse and inclusive employer. It is therefore extremely proud to support the [Women Initiative Foundation](#) and the [UN Women's Empowerment Principles](#) to drive positive change.

² Based on gender, sexual orientation or gender identity, nationality, race, ethnicity, indigenous or social origin or religion, marital status, age, disability, political or other opinion, and union membership.

SES-imagotag's efforts are driven by a strong desire to create a welcoming and supportive environment and to overcome any kind of discrimination, injustice and harassment. All SES-imagotag employees are required to participate in trainings on "*Discovering ethics and real-life situations*".

Furthermore, all employees have free access to additional training on LinkedIn Learning on unconscious bias, diversity and gender equality.

- *Career Development.*

SES-imagotag is committed to offering employees equal opportunity to career development. Employees are hired solely on the basis of their education, professional experience and potential to add value.

Employees and contractors are guaranteed equal opportunities throughout their tenure with SES-imagotag.

SES-imagotag intends to promote equal opportunity and gender equality at all career stages. To this end, the main thrust of the D&I (Diversity and Inclusion) Program is to increase female representation and diversity in leadership and at all levels of the company by valuing women's development.

The voices of all employees must be heard. To make suggestions or discuss additional steps to support diversity and inclusion at SES-imagotag, please get in touch with the D&I community or HRs. They are responsible for ensuring that an equitable workplace is a reality for all employees. To report issues of non-compliance with the Diversity and Inclusion policy, please see the "Reporting Mechanism" section below.

Scope and Applicability of the Anti-Discrimination, Anti-Harassment and Promotion of Diversity Policy

These principles outline SES-imagotag's approach to human and labor rights across all aspects of the company regardless of geographic location and level of operations (suppliers, vendors and partners). In fact, SES-imagotag engages with all its subsidiaries and in all its business dealings with suppliers, vendors and partners to apply and respect the same internationally recognized human and labor rights standards.

Reporting Mechanism

Asking a question or reporting a concern requires courage. All SES-imagotag employees are expected to speak up. When they do, they protect SES-imagotag, its brand and its facilities. This helps improve its operations and prevent potential misconduct.

If you are an SES-imagotag employee and you feel you need to report unethical behavior, or if you have a doubt or question, please feel free to contact:

- Any manager;
- A member of the HR or Legal Department;
- A member of the employee representative committee.

You can also contact the whistleblower service via Mylily, your internal digital platform. There you can choose to anonymously report an unethical situation or behavior through the “Ethics” dashboard or by emailing ethics@ses-imagotag.com.

Dear suppliers, vendors and partners,

Developing strong, sustainable and ethical relationships also means that SES-imagotag must make itself available to answer queries and questions.

Please reach out to your contact person at SES-imagotag or email ethics@ses-imagotag.com should you have any question regarding the application of or want to report the infringement of any of these policies:

- Anti-Discrimination, Anti-Harassment and Promotion of Diversity Policy;
- Labor Rights Policy;
- Human Rights Policy;
- Code of Ethics ;
- Supplier Code of Conduct.

If you are an external or occasional contractor of SES-imagotag please email ethics@ses-imagotag.com.

For additional information on the reporting mechanism at SES-imagotag please read the [Whistleblower Policy](#).

Responsibilities

ExCom is responsible for the policy's approval

EVP ESG and Legal and SEVP Group HR own, endorse and ensure the implementation of the policy

Relevant group VPs, Country Managing Directors, regional and local management are responsible for ensuring that this policy and related standards are implemented and adhered to, and that all employees are made aware of this policy and its requirements. They ensure local compliance with the policy including adequate control measures to eliminate or reduce risks and direct behavior in breach of the policy.

Group HR drives the implementation of this policy and provides specific advice on labor and human rights issues. It also ensures that labor and human rights issues are identified and addressed. Audits, reviews, measurements and reports are done on labor and human rights performance.

Sustainability and Legal teams advise policy owners on policy content and ensures relevant and proper communication of policy efforts to external stakeholders.

Management, employees and contract workers across SES-imagotag are responsible and expected to apply this policy in their day-to-day operations. They must engage and take responsibility for ensuring that all initiatives are developed in line with the policy.

All incidents (perceived or actual violations of this policy or adverse human or labor rights impacts, or ethical concerns) will be reported without delay as set out in SES-imagotag's [Whistleblower Policy](#), also stated above.

Authorized by the Chief Executive Officer, SES-imagotag