

Global Human Rights Policy

Dear customers, suppliers and partners,

At SES-imagotag, respect for human rights begins with a responsibility to treat everyone with dignity and respect.

SES-imagotag then strives to ensure that the products and services it provides are produced in a manner that respects human rights. SES-imagotag develops IoT and digital technologies and believes in the power of technology to empower and have a positive impact on society. It believes business can and should be a force for good, sustainable and human-centered.

Stores account for one-sixth of jobs globally and are the social hubs and beating hearts of cities. Store digitalization is thus not only good for retailers and brands but also for the broader economy and society by:

- Stimulating employment;
- Building better cities (stemming the erosion of stores);
- Reducing waste;
- Creating greater traceability and food safety;
- Driving consumer satisfaction; and
- Helping fund the journey to more sustainable agriculture.

SES-imagotag's Positive Retail framework serves as the foundation for addressing the needs of all stakeholders and making a constructive contribution to the environmental and social issues facing the retail sector. Positive Retail aims to create long-term sustainable value for SES-imagotag's clients, society at large, partners, suppliers, employees, investors and the environment.

The Positive Retail framework has five pillars and encompasses SES-imagotag's strategy as well as its commitments in the digitalization of the physical retail sector. They are:

1. Turn the physical store into a digital asset;
2. Support the adoption of technology by increasing retail accessibility to the Internet of Things (IoT);
3. Facilitate a new era of collaboration between industry and the retail sector across the entire Manufacturer-Retailer-Consumer value chain to maximize synergies;
4. Protect consumers by ensuring data protection, integrity and privacy;
5. Protect the environment by making the digital transformation of retail low-waste, low-carbon and sustainable.

Accomplishing this requires innovation, ambition and responsibility. It also means putting SES-imagotag's core values center-stage as they underpin the way the business is run, the way it creates value and the way it delivers on the mission of "driving the physical transformation of the physical retail sector".

The Global Human Rights Policy governs how SES-imagotag treats everyone it does business with from customers and teams to business partners and the supply chain. SES-imagotag is deeply committed to respecting and upholding the human rights of everyone it engages with.

Commitment to International Human Rights Standards

SES-imagotag recognizes its responsibility to respect and uphold internationally recognized human rights standards. This expands into preventing violations through the ethical treatment of its workforce and those in its value chain. SES-imagotag is committed to embedding respect for human rights throughout its business and operations globally. SES-imagotag's approach to ensuring human rights are respected worldwide is to align its principles with the most stringent national and international laws, principles, norms and technical standards including major international conventions.

As a global business, SES-imagotag is deeply committed to respecting human rights (civil, political, economic, social and cultural) across all its business operations, as set out in the UN International Bill of Human Rights¹ and the Core conventions of the International Labor Organization (ILO). It is committed to respecting and supporting the [ILO's Declaration on Fundamental Principles and Rights at Work](#). SES-imagotag's approach is based on the [UN Guiding Principles on Business and Human Rights](#).

It has also signed up to the following initiatives:

- [UN Global Compact](#)
- [Sustainable Development Goals \(SDGs\)](#)
- [Women's empowerment Principles](#)
- [Women Initiative Foundation](#)

Fundamental Principles and Initiatives

The [Code of Ethics](#) and the [Commitment to the ILO MNE Declaration and respect for its Guidelines](#) reflect how SES-imagotag promotes a culture of integrity across the company and underpins its approach to human rights and responsible business practice.

[The Diversity and Inclusion \(D&I\) program](#) lays out how to build an inclusive workplace culture regardless of geographic location, one in which every SES-imagotag employee should feel empowered to grow and thrive.

[The Supplier Code of Conduct](#) forms the basis for addressing social concerns across the supply chain. All suppliers, partners and vendors are required to sign the Code of Ethics and Supplier Code of Conduct when conducting business with SES-imagotag.

- *Supplier Accountability.*
As part of its commitment to society, its employees and the environment, SES-imagotag requires its suppliers to behave ethically while providing quality goods and services at a fair price.

To this end, to ensure transparency, EcoVadis assessments and ratings are used in the supplier selection process. The EcoVadis evaluation includes 21 sustainability criteria across four core themes: Environment, Labor & Human Rights, Ethics and Sustainable Procurement. This is used to assess and drive sustainability improvement across the supply chain.

¹ This consists of the [UN Universal Declaration of Human Rights](#), the [International Covenant of Economic, Social and Cultural Rights](#) and the [International Covenant on Civil and Political Rights](#).

The top tier of suppliers (representing 80% of the group's procurement) are subject to annual EcoVadis audits in terms of their business sustainability ratings. This enables SES-imagotag to evaluate a supplier's performance on human rights including human trafficking and slavery.

- *Basic Rights:*
SES-imagotag respects the basic rights of workers as those rights are enshrined in the laws of the countries in which it operates and where its suppliers are based. These basic rights include:
 - Freedom of association and the right to collective bargaining;
 - Protection of vulnerable and minority groups and their rights;
 - The elimination of all forms of forced or compulsory labor;
 - The elimination of discrimination, harassment or abusive behavior in respect to employment and occupation.

- *Anti-discrimination and Harassment.*
SES-imagotag will not tolerate any form of discrimination on any basis². It prohibits harassment, violence and retaliation of any kind and has a zero tolerance for violations motivated by any form of prejudice.

SES-imagotag is committed to creating a work environment that is free of inappropriate behavior and harassment of any type³. 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.

² 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.

³ 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.

- *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.

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 [UN Women's Empowerment Principles](#) to drive positive change.

SES-imagotag monitors pay gaps across employees to avoid any kind of discrimination. This is done when employees are hired and every year across the organization (in France this is measured via the "égalité homme-femme" gender pay gap index).

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*". This reflects SES-imagotag's commitment to respecting human rights and to conducting business in an ethical and honest manner, and in full compliance with applicable laws and regulations.

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

- *Health and Safety:*

To drive innovation and foster operational excellence, SES-imagotag is heavily dependent on the talent and engagement of its employees.

SES-imagotag is committed to providing employees with safe, healthy and productive working conditions. This includes the security arrangements detailed in the [Health and Safety statement](#). On top of being the right thing to do, this commitment is key to SES-imagotag's success and long-term employee retention.

- *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.

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.

- *Data Protection:*
SES-imagotag places great importance on complying with data protection rules. SES-imagotag has strengthened the security and confidentiality of data on SES-imagotag's employees, partners and clients.

SES-imagotag, as data controller, processes personal data to manage relationships with its employees, clients, suppliers and partners. The data collected is necessary for such processing and is intended for SES-imagotag teams and, where relevant, those of its subcontractors and suppliers.

SES-imagotag's employees, clients, suppliers and partners are entitled to enquire about, access and correct their personal data as well as to object to the processing thereof for legitimate reasons.

SES-imagotag's partners must respect the confidentiality of personal data and comply with applicable laws governing the protection of personal data in accordance with SES-imagotag's Privacy Policy.

For reference, all employees with access to personal data have signed a document in which they undertake to take every precaution in line with the GDPR to safeguard the confidentiality of the information to which they have access. They specifically undertake to prevent it from being communicated to persons not expressly authorized to receive it.

Furthermore, employees with access to and who process personal data receive dedicated training and all employees are aware of the GDPR and its impact on their daily operations.

Furthermore, in its [Supplier Code of Conduct](#), SES-imagotag encourages its suppliers to adopt a dedicated data protection policy limiting the collection of personal data to whatever is relevant and necessary for the activity, and requiring the lawful, fair and transparent processing of such data.

Scope and Applicability of the Global Human Rights Policy

These principles outline SES-imagotag's approach to human 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 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.

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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:

- Human Rights Policy;
- Labor Rights Policy;
- Anti-Discrimination, Anti-Harassment and Promotion of Diversity 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 relevant employees are made aware of the 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 the 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 for adhering to this policy. This means complying with the letter and spirit of the policy. 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