

## Labor Rights Policy

Dear Customers & 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.

The purpose of this policy is to set out the labor rights to which all SES-imagotag employees are entitled, irrespective of where they work. On top of being the right thing to do, this commitment is key to SES-imagotag's success and long-term employee retention.

### Commitment to International Labor Rights

SES-imagotag recognizes its corporate responsibility to respect and uphold internationally recognized labor rights, as set out in [the International Labor Organization's Fundamental Conventions](#). This extends to preventing violations through the ethical treatment of its workforce and those within its value chain, and to fully complying with applicable laws and regulations. SES-imagotag's approach to respecting labor rights encompasses national and international law, principles, norms and technical standards including major international conventions. Its commitment is underscored by its participation in the [UN Global Compact](#).

### Fundamental Principles and Initiatives

SES-imagotag is committed to conducting its business in a manner that respects the following human and labor rights:

- *Freedom of Association and the Right to Collective Bargaining and Non-Retaliation:*  
SES-imagotag respects employees' rights to form, join or not join any labor union, or other organization of their choice, and to bargain collectively in support of their mutual interests without fear of punitive actions such as intimidation, harassment, or termination of employment.

Employees and employee representatives must not be subject to discrimination, harassment or termination of contract in retaliation for exercising employee rights, submitting grievances, participating in union activities, or reporting suspected legal violations.

- *Forced or Compulsory Labor:*  
SES-imagotag does not tolerate any form of forced labor including bonded labor, or labor provided involuntarily under the threat of penalty including, but not limited to human trafficking, slavery or servitude, debt bondage, forced prison labor, indentured labor.

Workers must be allowed to move around freely and leave their place of work when their working

hours end. Furthermore, workers must be free to withdraw from their employment contracts, in line with stipulated national legislation, without fear of retaliation or penalty.

- *Child Labor:*

SES-imagotag prohibits all forms of child labor. Its commitment is aligned with the International Labor Standards on Child Labor, which includes Convention 128 on the Minimum Age of Employment and Convention 182 on the Worst Forms of Child Labor. SES-imagotag may not hire employees under 18 years of age for positions requiring hazardous work that may jeopardize their physical or mental health, safety or morals.

- *Anti-Discrimination and Harassment:*

SES-imagotag will not tolerate any form of discrimination on any basis<sup>1</sup>. It prohibits harassment, violence and retaliation of any kind and has a zero tolerance for violations motivated by any form of prejudice.

SES-imagotag must protect workers from physical, verbal, sexual or psychological harassment, bullying, abuse, or threats in the workplace.

SES-imagotag may not discriminate in hiring and in 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 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 type<sup>2</sup>. 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](#).

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<sup>1</sup> 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.

<sup>2</sup> 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.

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.

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.

- *Working Hours, Benefits, and Wages:*

SES-imagotag must adhere to the stricter of applicable laws or industry standards on minimum wages, working hours, overtime and benefits. Employees must not be asked to work more than the maximum number of regular hours and overtime permitted under local laws and regulations. Overtime must be paid in "cash" on a regular basis at the rate specified by law or in collective

bargaining agreements. Employees must also receive any benefits to which they are legally entitled.

Wages may not be deducted on disciplinary grounds.

Employees are entitled to two days off in seven. They must also be given reasonable breaks while working and sufficient rest periods between shifts along with annual and national holidays. In the event of major layoffs, the company must, as the very least, satisfy applicable laws and industry standards.

For SES-imagotag it is essential that employees' compensation reflects their contributions to the Group's growth and success. The Company's overall compensation policy is highly performance driven, entrepreneurial and based on individual accountability and variable remuneration is conditional on the achievement of specific and measurable objectives. Individual bonuses are implemented based on a scorecard (evaluated twice a year during the appraisal process) dedicated to specific personal targets that are adapted to the job description. In addition to national-level regulatory collective agreements, which govern profit-sharing plans for employees, the Group has granted free shares and stock options to key contributors to the Company's performance on several occasions since it was listed

- *Career Development:*

SES-imagotag is committed to the ongoing development of employee skills and capabilities, and to providing opportunities for career advancement.

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.

- *Leave:* Besides providing rest periods, SES-imagotag must ensure that all employees have the right to:
  - sick leave or any other leave entitlements and annual holiday; as well as
  - parental leave for employees who have to care for a new-born or newly adopted child as provided for under applicable laws and relevant industry standards.

In addition to complying with the laws and regulations in each country in which it operates, SES-imagotag ensures employees in each country receive fully paid maternity leave and 1 month for paternal leave on full pay. SES-imagotag also offers a further 3 days off on full pay for parents as well as a day off for back-to school for parents with children up to primary school age.

- *Letters / Contracts of Employment:*

All employees must be provided with a written, understandable and legally binding letter or contract of employment.

- *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.

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 and labor rights<sup>3</sup>.

## Scope and Applicability of the Labor Rights Policy

These principles outline SES-imagotag's approach to human and labor rights globally across all operations regardless of geographic location and level of operations (suppliers, vendors and partners). In fact, SES-imagotag engages with all its subsidiaries and in all business dealings with its 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](mailto: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.

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<sup>3</sup> Specifically regarding freedom of association and the recognition of the right to collective bargaining as well as the elimination of all forms of forced, compulsory labor, the abolition of child labor and the elimination of discrimination in employment-related decisions.



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

- Labor Rights Policy;
- Human 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](mailto: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 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 ensure 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 activities. 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