Modern Slavery Statement

Financial year 2023

IDEMIA Internal

1. Organization structure and supply chain

IDEMIA is a multinational technology company headquartered in Courbevoie, France. It provides identity related security services and sells facial recognition and other biometric identification products and software to private companies and governments.

Present in more than 180 countries, hundreds of governments and thousands of businesses, including some of the world's largest and most influential brands, rely on us for their critical operations. With our technologies, our customers can enroll citizens and service users in their registries, provide them with credentials, verify identities and analyze them to streamline access control, connectivity, identity usage, payments, public safety and travel. Our technologies meet their needs on a large scale and ensure seamless security.

IDEMIA's 15,000 employees are spread over five geographical areas and six continents (Europe, Middle East and Africa, Asia-Pacific, North America and South America), in:

- 59 administrative and commercial sites (headquarters, representative offices, sales offices),
- 12 industrial sites,
- 49 service and support centers,
- 18 R&D centers and design offices.

2. Statement

In 2006, IDEMIA reinforced its corporate responsibility agenda by becoming a signatory to the Ten Principles of the UN Global Compact, the world's largest voluntary corporate citizenship initiative, embracing and enacting a set of core values in respect of human rights, labor practices, anti-corruption and the environment.

In accordance with its pledge to the UN Global Compact, and the United Nations Sustainable Development Goal 8 Decent Work & Economic Growth, IDEMIA supports and respects the protection of internationally proclaimed human rights and is committed to ensuring that through its own operations, its products and its supply chain it avoids complicity in human rights abuses. Thus, IDEMIA is committed to ensuring that modern slavery is not present in its own organization or in its supply chain. IDEMIA promotes the respect of human rights throughout its sphere of influence and trains its employees on fundamental human rights.

This statement summarizes the steps that IDEMIA has taken to minimize the risks of modern slavery in its operations and supply chains in 2023. It constitutes IDEMIA's modern slavery statement according to the requirements of the UK Modern Slavery Act 2015.

To date, IDEMIA has had no reports of modern slavery within its supply chain or its organization.

3. Policies

Operating in a large number of markets and countries, directly or through partners, IDEMIA pays special attention to the risk of human rights violations: forced labor, child labor or other slavery-like practices, unsafe

or unhealthy working conditions, discrimination, underpayment for labor or services provided. IDEMIA has deployed an organization, procedures and training to ensure that its operations consistently meet the highest ethical requirements.

Through a combination of global and country-based recruitment and labor policies, IDEMIA fulfils its commitment to keep its people safe from harm and abuse. IDEMIA is committed to maintaining a work environment, at all of its sites, that respects the dignity, safety and security of all employees, that is favorable to good job performance and is free from all types of workplace violence, bullying and harassment.

IDEMIA's global Ethics Charter is endorsed by the CEO, and sets the tone for how everyone is expected to behave at IDEMIA, regardless of job role or location in the world. The Ethics Charter is accessible to IDEMIA's people in five languages: French, English, Spanish, Chinese and Portuguese.

The IDEMIA Investigation and Remediation Protocol and Integrity Line allows questions about ethical matters, or reports of misconduct to be reported confidentially. This protocol, accessible to all employees via the company intranet, is available in French, English, Spanish, Chinese and Portuguese. IDEMIA suppliers are encouraged to implement their own reporting procedure.

The Company's Supplier Code of Conduct contains supply chain expectations and was developed with reference to prevailing international standards such as the ILO Codes of Practice, the Universal Declaration of Human Rights, Social Accountability International and the Responsible Business Alliance Code of Conduct.

IDEMIA supports the efforts of human rights organizations to end violence and atrocities in conflict affected and high-risk areas, where the major driver of this violence is the natural abundance of the minerals tin, tungsten, tantalum and gold (3TG). IDEMIA's Conflict Minerals Policy guides its work to ensure that it does not knowingly source any product containing 3TG sourced in conflict-affected areas, where the risk of human rights abuses is high.

4. Due diligence processes

4.1. Risk assessment and mitigation

IDEMIA works to identify areas of its business that may be at risk of modern slavery and pays particular attention to avoiding risks within the supply chain that may be outside of its direct control. IDEMIA's supply chain risk mapping is reviewed each year to:

- Incorporate potential new risks, the probability of occurrence, the impact and level, the action plan and the risk reduction objective
- Reassess the risks already identified and the relevance/effectiveness of the action plan.

Through its global CSR program, IMPACT, IDEMIA has committed to increase the number of suppliers audited for CSR performance by 2023, thereby furthering its efforts to identify and mitigate risk.
In compliance with the French law on due diligence, IDEMIA publishes its vigilance plan on an annual basis, in order to regularly update its progress in the area of duty of vigilance.

4.2. Business Opportunity Review

As we put humans first in our values, one of our priorities is to make sure that when it comes to human rights and fundamental freedoms, we comply with the same standards everywhere in the world. In this regard, our commitment is materialized by IDEMIA's adherence to the United Nations Global Compact Initiative.

These principles are upheld in all our policies that relate to the conditions of work of our employees, in the way in which we structure our supply chain and in the way in which we develop and market our solutions.

In practice, IDEMIA defined governance rules to ensure each sensitive Business Opportunity is reviewed under the human right perspective with particular attention paid to child labor, modern slavery, conflict minerals, data protection and privacy and to the risk of misuse of our products.

4.3. Supply Chain monitoring

The Company's general purchasing conditions, including a requirement to adhere to the IDEMIA Supplier Code of Conduct, are included in supplier contracts. They reference IDEMIA's sourcing standards and the expectations of suppliers with regards to modern slavery.

88% of suppliers assessed scored above IDEMIA's threshold in the end of 2023, with the average score in the Labor and Human Rights category 16 points higher than the benchmark required by IDEMIA

IDEMIA checks for supply chain risks, including those related to human rights and other CSR risks (health & safety, environment), through a formal, automated, due diligence exercise. This includes a global screening of all IDEMIA suppliers, across all geographical areas, in order to verify their ethical compliance and identify risk. Alongside this, IDEMIA works with a third-party CSR assessment agency to report and improve CSR performance in the supply chain. Any suppliers falling short of IDEMIA's requirements must work on corrective actions in order to meet the IDEMIA benchmark. CSR performance is integrated into the supplier annual scorecard.
The IDEMIA Purchasing Academy includes modules on corporate social responsibility and legal compliance, to ensure that buyers are trained in the responsible and ethical sourcing of products and services.

The Supplier Quality Team controls that IDEMIA's CSR principles are effectively applied through audits of supplier facilities.

IDEMIA's Supplier Code of Conduct: Expectations of Suppliers

DO NOT	Use forced, bonded (including debt bondage) or indentured labor, involuntary prison labor, slavery or trafficking of persons. This includes transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, abduction or fraud for labor or services.
DO NOT	Place unreasonable restrictions on workers' freedom of movement in the facility in addition to unreasonable restrictions on entering or exiting company-provided facilities.

DO	Provide workers with a written employment agreement in their native language that contains a description of terms and conditions of employment, and where applicable this must be made accessible prior to the worker departing from his or her country of origin.
DO	Ensure that all work is voluntary and workers are free to leave work at any time or terminate their employment.
DO NOT	Hold or otherwise destroy, conceal, confiscate or deny access by employees to employees' identity or immigration documents, such as government-issued identification or work permits, unless the holding of such documents is required by law.
DO NOT	Require employees to pay recruitment fees or other related fees for their employment.
DO	Hire employees under regular employment contracts in accordance with the laws applicable. All use of temporary, dispatch and outsourced labor must be within the limits of the local law and must not be used by suppliers to avoid their statutory responsibilities as an employer.
DO	Understand and act upon any applicable legal obligations in respect of slavery and human trafficking and to be cooperative of IDEMIA's efforts to ensure its own compliance.

4.4. Whistleblowing system

IDEMIA has a system in place for receiving and processing alerts to enable all employees to play their part in upholding Group ethics and preventing risks.

The alert collection and processing system is part of the IDEMIA Group's ethics initiative. It offers employees a way to express their concerns, in addition to the existing whistleblowing channels such are their line manager, the employee representative bodies and any local systems in place. Employees in countries which have their own whistleblowing channel should use it as their first port of call.

The system is open to all IDEMIA Group employees and its business partners, both individuals and corporations. Use of the system is not mandatory. It is available in 17 languages, on the IDEMIA website https://idemia.integrityline.org/

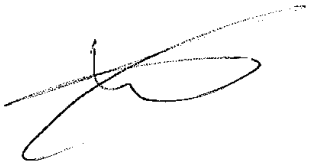
5. Training and awareness

- CSR fundamentals training:
  - Online training module covering a range of CSR topics

- New starter induction:
  - Employee induction process includes ethical conduct expectations of both employees and employer at IDEMIA.
- Human rights training:
  - In-class or remote training on the Human Right governance

6. KPI's

- 7418 employees have received the Corporate Ethics training at IDEMIA in 2023
- Since October 2020 :
  Launch of IDEMIA Integrity Line, an online platform for employees to report violations of IDEMIA's Corporate Ethics Policy
- Recruitment processes:
  - Managed in compliance with all applicable local, national and regional laws.
- Recruitment agencies:
  - Global agreements with major recruitment agencies, with contracts managed at IDEMIA corporate level, and terms and conditions subject to full purchasing and legal review.
- External audits:
  - 54 audits were conducted in 16 countries by the Supplier Quality team in 2023.
- Internal audits:
  - No incidences of forced labor identified at IDEMIA sites.
- CSR audits:
  - Self-assessment questionnaire for sites, checking practices related to health & safety, environment, ethics and labor.
  - Elements based on SA8000 criteria to check for child labor and forced labor.
- Social systems certification:
  - SA8000 at IDEMIA Noida, India
- ISO Certification
  2022 : IDEMIA Certified ISO37001 (anti-corruption management system)
- EcoVadis Certification
  For the third consecutive year, IDEMIA has been awarded the highest distinction in terms of EcoVadis certification (Platinum). The ranking has increased between 2022 (70/100) and 2023 (80/100) on the topics Labor & Human Rights.



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