

WORLDLINE MODERN SLAVERY STATEMENT 2021

INTRODUCTION

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps that Worldline IT Services UK Limited, Worldline S.A./N.V., Worldline SA, equensWorldline SE and Worldline Sweden AB (Worldline), insofar as they fall within the scope of section 54(2) of the Modern Slavery Act 2015 and the Modern Slavery Act 2015 (Transparency in Supply Chains) Regulations 2015 (the Act), took between 1st January 2020 and 31st December 2020 to ensure that slavery and human trafficking are not taking place in their supply chains and in any parts of their businesses.

On October 28th 2020, Worldline acquired Ingenico Group SA, a French publicly listed company, together with its subsidiary entities .

This statement constitutes Worldline Group's modern slavery statement. Ingenico will publish a separate statement for the financial year ending 31st December 2020.

We recognise that slavery in all of its forms, including servitude, forced or compulsory labour and human trafficking (“**Modern Slavery**”) continues to be a serious issue and we are fully supportive of efforts to eradicate these abhorrent crimes. This statement sets out the steps that we have taken towards eliminating the unlikely risk of Modern Slavery taking place in our organisation and in our supply chain.

I. Worldline Group structure and introduction

Worldline operates across the full payment services value chain, providing an extensive range of merchant acquiring, payment processing and business solutions services to financial institutions, merchants, corporations and government agencies.

Conducting business in an ethical and sustainable way is part of Worldline’s culture and strategy in all its spheres of influence, it is a “must have” that Worldline has integrated into the company’s thinking and processes. We truly believe that our responsibilities go beyond our own company and we strive to embed our values in our relations with all our employees, customers, partners and across our supply chain.

Worldline follows a Corporate Social Responsibility (“CSR”) programme, which also focuses on labour practices, with its main objectives being the management of the company’s operations in a responsible and ethical manner and which integrates social and environmental factors in our supply chain. In this respect we address human rights abuses and issues of Modern Slavery. Since its first Modern Slavery statement in 2017, Worldline has continued to improve its CSR programme, to follow and improve upon its policies and due diligence practices as described in this statement

II Global Compact

Worldline joined the UN Global Compact in 2016. In 2020 Worldline, represented by its Chairman & CEO, Mr. Gilles Grapinet, joined the Board of Directors of the Global Compact France for a 3-year term. Being a member of the Board of Directors of the Global Compact France gives Worldline a real opportunity to join forces with a major institutional player in the field of sustainable development. The UN Global Compact provides a universal language for corporate responsibility and provides a framework which guides all businesses regardless of size, complexity or location in the principles that they need to adhere to in order to reduce human rights and labour abuses. Principal 5 of the compact

specifically addresses Modern Slavery and advocates “the effective abolition of child labour”. In this regard, the Company is also committed to contributing to the United Nations Sustainable Development Goals (SDGs) which also enshrines the Global Compact principles.

III. Policies and procedures

A. Code of Ethics

Worldline’s Internal Code of Ethics Policy has formed part of every employee's employment contract since 2011. It was last reviewed, updated and approved by the Group CEO in 2020.

Suppliers, partners and third parties who assist Worldline in its business activities must also commit to respecting the principles of the Code. Additionally, all Group employees must complete a mandatory e-learning module on the Code of Ethics, so that all employees are familiar with this key document .

Within the Code of Ethics, Worldline commits to ensuring compliance with international labour regulations and to be a responsible company in dealing with all its partners, guaranteeing strict compliance with laws and regulations.

The Code emphasises the ethical standards and values Worldline’s employees and partners must abide by and includes a specific commitment relating to Modern Slavery:

“Following the United Nations Global Compact principles on human rights, labour and environment, we adhere to the elimination of all forms of exploitative and compulsory labour and the effective abolition of child labour, upholding the freedom of association and the effective recognition of the right to collective bargaining as well as supporting and respecting the protection of internationally proclaimed human rights.”

B. Whistleblowing Policy

The Code of Ethics introduces the right of any Group employee to disclose behaviours or actions deemed inconsistent with the values and principles of the Code of Ethics.

Worldline Compliance Alerts Policy gives an overview on how the Group acts on prevention, detection and reaction to compliance breaches including as well the protection of the person raising the alert.

To support the implementation of the policy, a Compliance Alert System has been established in line with the requirements of the French Data Protection Authority (CNIL) by which employees may alert the company to any non- compliance with the Code of Ethics and any other issues of non -compliance via a dedicated email address. Line managers, the Global Head of Compliance and Human Resources are also points of contact for any employee raising an alert.

The Compliance Alerts Policy seeks to ensure that the rights of employees, and the sender or subject of the alert, are protected during the whistleblowing process. Accordingly an employee who raises the alert is assured of complete confidentiality in relation to the alert. The policy also states that the employee shall not be subjected to any penalty or retaliatory measure or discrimination, provided that he/she acted in good faith and without the intention to cause harm, even if the events relating to the alert prove inaccurate or no action is subsequently taken.

The Compliance alert system’s dedicated email address is also published to Worldline suppliers who are also encouraged to report any concerns

C. Supply chain standards

1. Business Partner's Commitment to integrity charter

Worldline shares its values and commitments with its suppliers and partners through a unique document, the 'Business Partner's Commitment to Integrity Charter', which forms part of and is appended to all supplier contracts and is available on Worldline's website. This charter summarises the principles with which all Worldline partners and suppliers should comply, and the actions that our suppliers are required to take, in order to be able to work with Worldline. It also encourages suppliers to follow the principles of the United Nations Global Compact in the areas of human rights, labour, environmental preservation and anti-corruption.

The charter explicitly refers to Modern Slavery:

"Modern slavery is a crime and a violation of fundamental human rights. It can take various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of individuals' liberty in order to exploit them for personal or commercial gain.

Worldline expects its Business Partners to act ethically and with integrity in all their business dealings and relationships and to implement and enforce effective controls to ensure modern slavery is not practiced in their businesses and supply chains."

2. Responsible Sourcing of Minerals

We have assessed that there is a risk that our hardware suppliers (for terminals and data centre components for instance) could be involved in sourcing components from conflict regions. Worldline is committed to ensuring that the minerals used in its hardware's components are neither sourced from conflict regions (e.g. Democratic Republic of Congo, Rwanda, Tanzania, Uganda, Zambia), nor from finance armed groups. In this respect, the Company supports the efforts of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Worldline also commits to the Responsible Minerals Initiative and, to this end, an open letter addressed to Worldline suppliers has been signed by Worldline SA's Corporate Social Responsibility Officer and is published on the Worldline website. The letter requires suppliers to ensure that their supply chain is conflict-free and that Worldline's Electronic Manufacturing Services suppliers should comply with the following principles:

- Take steps to determine if their products contain conflict minerals;
- If so, inform Worldline, and adopt a due diligence policy and procedures to reasonably assure that metals including (but not limited to) 3TG (tin, tungsten, tantalum and/or gold) metals and cobalt in their products or components do not directly or indirectly benefit armed groups;
- Identify all smelters in their supply chain that supply metals including (but not limited to) the 3TG and Cobalt. If they do not source directly from smelters, they have to cascade this request to their suppliers;
- Provide further evidence and statements on responsible sourcing when requested, especially during audits that may be conducted to verify compliance with the regulation.

3. Corporate Social Responsibility clause

In 2020 we established a set of globally used standard clauses to form part of our supplier contracts for Worldline buyers to use during the course of contract negotiation. A CSR clause is systematically added in all supplier contracts, which require the supplier to align with the Business Partner's Commitment to Integrity Charter (as described above) but also requires the Supplier to align with Worldline's Code of Ethics.

For our Tier 1 suppliers we may also require them to achieve a minimum score related to an extra-financial CSR rating¹ to be provided within the first year of contract with Worldline. Such extra-financial ratings embed a social pillar covering the Modern Slavery topics and expectations. We may also stipulate that we will reserve the right to conduct our own CSR-related on site audit.

In the last year we have been examining a process to add CSR criteria into quality audits carried out by Worldline SA's Industrialisation and Quality Management Team at the request of the Procurement Department. The Audit Team would as part of such an audit require the supplier to provide information about its health and safety management and its safety policy as a minimum, and whether or not it complies with the Business Partner's Commitment to Integrity Charter. In case of serious non-compliance with the principles of the Charter, the supplier will be obliged to report this to Worldline within one week of discovering this. Within one month of reporting this non-compliance, the supplier would need to determine an appropriate action plan to become compliant and Worldline would agree an appropriate timeline for its implementation. We will continue to work on this process and it is our intention to implement it in the next year.

IV. Due Diligence and Audits in our Supply Chain

Risk classification. In order to manage the supplier database more efficiently and enable us to take appropriate actions, we assess our tier 1 suppliers and classify them into three different operational statuses:

- Strategic: long-term supplier matching at least one of the following criteria: high spend, substitutability, specific technology involved, specific risks related to services;
- Monitored: these are not strategic suppliers but remain suppliers to monitor because of extra-financial and financial medium or high risk(s);
- Standard: other suppliers not falling within the scope of other categories.

This classification is set by the buyer responsible for the supplier during the on-boarding and is reviewed annually. It enables the procurement team to follow different steps depending on the status of the supplier. It is the basics of the sustainable procurement initiative which targets primarily strategic and critical suppliers for Worldline.

Supply chain due diligence describes the efforts taken to investigate a potential supplier and regularly assess existing suppliers. Its objective is to discover any corruption / ethical / human rights abuse / extra-financial risks associated with the potential or existing supplier in order to ensure integrity within the supply chain.

The due diligence on suppliers is initiated from the on-boarding phase with a thorough screening (financial and non-financial) and checking that provide risk assessment. Some follows up are organised according to the level risk identified for the supplier. EcoVadis assessment is triggered for strategic suppliers in order to more closely monitoring their CSR performance.

For more information regarding the supplier risk assessment and due diligence, please refer to Worldline Universal Registration Document, section D.4.

In order to assess the CSR practices and mitigate the risks of our key suppliers (Strategic and Monitored), we have implemented our own EcoVadis supply chain platform, inviting our key suppliers (tier 1) to be assessed by EcoVadis and share their scorecard in our platform.

In 2020, 88 different suppliers (at parent company level) were assessed by EcoVadis in Worldline's platform, representing 35% of the top 250 suppliers in terms of spend and 54% of the total spend of

¹ In the EcoVadis questionnaire, there is a specific pillar devoted to labour conditions

this top 250 suppliers. The average score of Worldline suppliers assessed nearly reached 60/100, above the average score of all companies assessed by EcoVadis globally.

V. Training

Ethics is one of the foundations of our business model. In 2020, we published a new Code of Ethics which makes it clear that our core values and our raison d'être depend on an ethical approach to our stakeholders, on being a trusted partner, on respecting human rights and respecting one another. We are rolling out the revised Code of Ethics worldwide in many different languages.

The development of the new Code was an opportunity to introduce new topics and enhance existing topics, for example human rights and the respect for all employees. The framework for the Code is underpinned by Worldline's four values of innovation, cooperation, excellence and empowerment and by the four levels of the organisation.

In order to ensure complete awareness of this new Code of Ethics, a mandatory training programme for all employees is in place.

CLOSING STATEMENT

Worldline is globally recognised as a sector leader for its Corporate Social Responsibility programme. We understand that slavery and human trafficking risks may pose a threat to international firms and are constantly evolving in the current global environment. For this reason, each of the measures and policies described in this statement shall continue to be applied on an ongoing basis.

This statement constitutes our Group's slavery and human trafficking statement for the period between the 1st of January 2020 up to and including the 31th of December 2020 pursuant to section 54(1) of the Modern Slavery Act 2015.

This statement is made by Worldline SA on its behalf and on behalf of its subsidiaries to whom the Modern Slavery Act applies and whose boards have approved this statement – being Worldline IT Services UK Limited, Worldline SA, Worldline S.A./N.V., equensWorldline SE and Worldline Sweden AB.

Signed

A handwritten signature in blue ink, appearing to be 'Gilles Grapinet', written over a horizontal line.

Gilles Grapinet
Chairman and Chief Execurif Officer
June 2021