



Factsheet

Human Rights at Worldline



1. Commitments

By passing and publishing its Human rights policy in September 2021, Worldline reaffirmed its commitment to respect and implement the international, regional and national legal framework devoted to Human Rights.

This legal framework includes, but is not limited to, the Universal Declaration of Human Rights; The International Covenant on Civil and Political Rights; the International Covenant on Economic, Social and Cultural Rights; the Council Directive

2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation (also called: 'the Employment Equality Directive'), the International Labour Organisation's Declaration on Fundamental Principles and Rights at work (hereinafter ILO Convention).

Worldline complies with local Human Rights conventions and legislation. Where the local legislation is stricter than the conventions and regulations referenced above, they shall take precedence.

2. Scope

Employment Practices

In employment practices, several pillars have been identified:

Diversity and inclusion

Worldline is committed to fostering, cultivating and preserving a culture of diversity, equity, and inclusion. It provides a safe and inclusive working environment where all people are treated fairly and with respect.

Furthermore, Worldline embraces Employees' differences in gender, sex, age, nationality, ethnicity, race, colour, creed, caste, language, mental or physical disability, organisational membership, opinion, religion, health status, marital status, sexual orientation, birth, or civic, social, political characteristics of the worker, and other characteristics that make all Employees unique.

Finally, employees who believe they have been subjected to any kind of discrimination or bullying behaviour that conflicts with the company's diversity values may resort to the Compliance Alert Policy.

Child labour/minimum age worker

Worldline ensures that no child labour is used at any of Worldline's facilities. Furthermore, Worldline shall require that any third parties it is involved with undertook the same commitment. This is a (key) requirement of the Worldline Business Partner Integrity Charter and the Business Management Policy.

Non-discrimination

Worldline respects each individual's Human Rights and does not discriminate, directly or indirectly on the basis of a distinguishing personal characteristic nor will Worldline commit other violations of Human Rights. Worldline will be resolute in upholding Human Rights in everything it does and will not tolerate such discrimination in others.

The distinguishing personal characteristics can include, but are not limited to, gender, sex, age, national origin, citizenship, ethnicity, religion, race, colour, language, mental or physical disability, organisational membership, opinion, neurodiversity, infection or disease, genetic information, marital status, sexual orientation (LGBTQIA), birth, or civic, social, political characteristics of the worker.

Direct discrimination occurs whenever a company policy, practice or procedure specifically targets a particular group of people because of a distinguishing personal characteristic and treats that group differently than the others for the worse.

To avoid such discrimination, Worldline treats Employees fairly with respect to all policies, conditions and benefits of employment, such as advancement, placement, training, retirement, termination and remuneration.

Indirect discrimination occurs when the practical application of a company policy, procedure or practice negatively impacts a group of people – even if the policies, procedures or practices appear neutral.

In order to avoid such discrimination, Worldline aims to minimise the chance of discriminatory application of policies by making certain that employment-related decisions are based on relevant and objective factors (such as merit, experience, tasks, skills, etc.), and that consistent procedures are followed in decision-making processes.

Forced/bonded/compulsory labour

Worldline ensures that no Employee may be compelled to work through force or intimidation of any form (this can include bonded labour, debt bondage, forced prison labour, slavery, servitude, or human trafficking), or as a means of political coercion or as punishment for holding or expressing political views.

Worldline ensures that it does not use, contract, or benefit from the use of forced labour.

Additionally, Worldline's Business Management Policy requires that all third parties are aware of the requirement that they do not use forced labour.

Worldline SA publishes its Modern Slavery Statement annually in accordance with the Modern Slavery Act 2015 (UK) and the Modern Slavery Act 2018 (Australia).



Freedom of association/collective bargaining and right to strike

All Employees shall have the right to form, join trade unions (ILO Convention 87) and the right to strike. Worldline shall respect its Employees' right to join, form or not to join a labour union without fear of reprisal, intimidation or harassment.

Worldline ensures that employees will not be dismissed, or face any other form of discrimination in retaliation for exercising Employee rights, submitting grievances, participating in union activities, or reporting suspected legal violations.

Worldline engages in collective bargaining and holds regular consultations with authorised employees' representatives concerning working conditions, remuneration, dispute resolution, internal relations and matters of mutual concern.

Health and safety

Worldline shall provide safe and healthy working facilities and take appropriate precautionary measures to protect employees from work-related hazards and anticipated dangers in the workplace.

Working conditions (including working hours)

Worldline ensures that all employees receive:

- ✓ A written contract
- ✓ Working hours in compliance with the applicable local legislations
- ✓ Minimum wage
- ✓ Annual holidays and sick leave
- ✓ Parental leave
- ✓ Fair remuneration

Harsh or degrading treatment/harassment

Worldline has a zero tolerance policy against any form of harassment, whether physical, verbal or psychological, or abuse in the workplace.





Social Impact

As to the social impact, two issues have been identified: (1) the supply chain management and (2) the anti-corruption and anti-bribery.

Supply chain management

Worldline shall screen and continue to monitor its suppliers, contractors and their suppliers; its joint venture partners and other business associates to confirm their commitment to Human Rights and social issues using a risk-based methodology.

Worldline commits to working only with Business Partners who share the same high standards in relation to complying with the applicable Human Rights laws.

Furthermore, Worldline requires that its Business Partners impose the same standards to their own suppliers and subcontractors.

Corruption and bribery

Worldline shall refrain from any type of corruption and/or bribery. Please consult the Anti-corruption statement.

About Worldline

Worldline [Euronext: WLN] is the European leader in the payments and transactional services industry and #4 player worldwide. With its global reach and its commitment to innovation, Worldline is the technology partner of choice for merchants, banks and third-party acquirers as well as public transport operators, government agencies and industrial companies in all sectors. Powered by over 20,000 employees in more than 50 countries, Worldline provides its clients with sustainable, trusted and secure solutions across the payment value chain, fostering their business growth wherever they are. Services offered by Worldline in the areas of Merchant Services; Terminals, Solutions & Services; Financial Services and Mobility & e-Transactional Services include domestic and cross-border commercial acquiring, both in-store and online, highly-secure payment transaction processing, a broad portfolio of payment terminals as well as e-ticketing and digital services in the industrial environment. In 2020 Worldline generated a proforma revenue of 4.8 billion euros.

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For further information
infoWL@worldline.com



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