

## HUMAN RESOURCES AND HUMAN RIGHTS POLICY

Our commitment is to unleash the human potential of all our employees by respecting human dignity, human rights and labour rights. Our decision-making process is guided by the combination of the purpose of our vision and our values.

Accordingly, our commitments in these terms are:

### **1. Compliance with laws and regulations**

SmarDTV Global has undertaken to comply in full and unconditionally with all the regulations in force in all its locations.

This includes, but is not limited to:

- The Universal Declaration of Human Rights;
- The Declaration of the International Labour Organization on Fundamental Principles and Rights at Work (06/1998), referring to freedom of association and effective recognition of the right to collective bargaining, elimination of all forms of forced or compulsory labour, effective abolition of child labour and elimination of discrimination in employment;
- Compliance with the Labour Code and with industry agreements.

### **2. Promoting efficient working conditions**

Our ambition is to offer our employees the best working conditions in terms of infrastructure, working hours, remuneration and health protection. We communicate with the staff representatives on a monthly basis and together we conclude the various agreements with respect to our employees.

### **3. Adoption of adequate safety provisions**

Our goal is to ensure that all safety measures in each of our processes are appropriate, necessary and in compliance with the laws of the countries concerned and the relevant international standards and in particular the Voluntary Principles on Security and Human Rights. This security also applies to our business partners, contractors, suppliers, distributors, customers and visitors to our facilities. A dialogue is clearly established between the Management, representatives of our staff, the employees and the relevant external services.

#### **4. Introducing career management**

We develop a culture of learning and teaching among all our employees in order to encourage them to acquire new skills, set objectives and participate in feedback. It is important for our employees to be able to look at their future in the group with the support of career plans.

#### **5. Abolition of child labour and elimination of forced labour**

Beyond formal prohibition, SmarDTV Global is committed to reporting any illegal or unethical child labour situation that may come to its knowledge. We are committed to the protection of children and their education in accordance with the ILO Convention.

SmarDTV Global opposes the use of forced or compulsory labour and works closely with its stakeholders to avoid promoting or indirectly benefiting from such illegal practices.

#### **6. Elimination of unlawful discrimination in the workplace**

We value and encourage diversity. We counteract discrimination in all its forms, whether it concerns origin, sex, age, disability, sexual orientation or identity or affiliation with a political, religious or trade union organisation or a minority.

Lionel Boissier, CEO  
2021, May 19<sup>th</sup>

A handwritten signature in black ink, appearing to read 'L. Boissier', with a stylized flourish at the end.