

WORLDLINE'S COMMITMENT TOWARDS THE RESPONSIBLE MINERALS INITIATIVE

Dear Supplier,

As the European leader in the payments and transactional services industry, we, at Worldline, strive to be one of the utmost responsible companies in our market. Worldline has formalized a Corporate Social Responsibility policy aiming to ensure the respect of Human Rights and the protection of our environment in its day-to-day operations. In this regard, beyond adhering to the United Nations Global Compact principles, the UN convention against corruption and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, Worldline has implemented a set of internal and external policies to ensure sustainable procurement practices, notably regarding the sourcing and the use of minerals in electronic components (payment terminals, servers, firewall, switches, or any other type of hardware embedding electronic components).

As part of its commitment, Worldline look carefully after working with Suppliers who comply with an equivalent level of sustainable practices and at least with the following.

WORLDLINE'S POSITION ON RESPONSIBLE SOURCING OF MINERALS

Worldline strongly supports the efforts of the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and therefore, Worldline is committed to operate its business in a socially and environmentally responsible manner. Worldline strives to ensure that the minerals used in its hardware's components are not sourced from conflict regions (e.g. Democratic Republic of Congo, Rwanda, Tanzania, Uganda, Zambia) nor contribute to the financing of armed groups (hereinafter defined as to the "Guidelines").

WORLDLINE EXPECTS ITS SUPPLIERS TO COMMIT ON THE SOURCING OF MINERALS

Worldline expects its Suppliers to comply with Worldline's requirements for a transparent and conflict-free supply chain, as detailed in Worldline Business Partner's Commitment to Integrity charter.

For these reasons, all Worldline's suppliers providing hardware embedding electronic components should comply with principles which are, at least, equivalent to the above mentioned Guidelines. Furthermore, each Worldline's Supplier has to take actions to determine if their products contain minerals issues from conflict region. If this is the case, Worldline asks its Supplier and all its subcontractors to immediately inform Worldline and to promptly develop compliance due diligence processes that will ensure such Supplier or its subcontractor no longer import, procure, sell hardware that are not manufactured responsibly and that contain mineral issued from conflict regions.

With this regard, Worldline keeps the right to request each of its Suppliers to provide evidences and statements on responsible sourcing and Worldline could also conduct audits to ascertain Supplier compliance to the regulation and the Guidelines (please note that a list of conflict-free validated smelters is available on the RMI website).

Should any Worldline's Supplier identify it is importing, reselling or else using conflict minerals, including (but not limited to) tungsten, tantalum and/or gold minerals, such Supplier must:

- Ensure it has adopted a policy to reasonably ascertain that the procurement, importation, reselling or use of such materials do not directly or indirectly benefit armed groups;
- Identify all smelters in Supplier supply chain that furnish the conflict materials metals or, if the Supplier does not source directly from smelters, ensure such identification is cascaded to its own suppliers;
- Commit to respect the Guidelines for a responsible sourcing of minerals and a responsible supply chain.

Worldline hereby requests and expect each of its Supplier's full cooperation in this important matter in order Worldline and its Supplier both actively contribute to a building a sustainable business across the world.

Sincerely,

Sébastien Mandron
Corporate Social Responsibility Officer