

Communication on Progress 2016 – Ingenico Group

Human Rights

Policy and goals

Ingenico Group supports and respects the protection of internationally proclaimed human rights. Compliance with the International Labour Organisation's conventions is expressly part of Ingenico Group's Code of Ethics and Business Conduct which is distributed to all employees and the Group's suppliers.

To learn more about our policy's implementation and the measurement of outcomes, please refer to the CSR section of our Registration Document: paragraphs 2.3.3.3 (p. 44), 2.4.2.1 (p. 49) and 2.4.6 (p. 52).

Labour

Policy and goals

Labour relations are an important aspect of Ingenico Group's Human Resources Policy.

In all the countries where Ingenico Group operates, the freedom of association and the right to collective bargaining are respected.

The Group is particularly committed to the responsible management of its terminal supply chain and requires that the highest labour rights standards are observed by its suppliers.

It is the Group's policy to provide employment, training, promotion, pay, benefits and other conditions of employment without regard to race, colour, ethnic origin, nationality, religion, marital status, age, gender, sexual orientation, disability or conviction that has been pardoned.

To learn more about our policy's implementation and the measurement of outcomes, please refer to the CSR section of our Registration Document: paragraphs 2.3.3.3 (p. 44), paragraph 2.3.5.2 (p. 48), 2.4.2.1 (p. 49) and 2.4.6.1 (p.52).

Environment

Policy and goals

Ingenico Group contributes to environmental conservation through a policy designed to minimize the environmental impact of its activities, products and services. The environmental policy defined by Ingenico Group is based upon four guiding principles: exemplary compliance with environmental regulation, considering environmental impact from the product design stage, implementing a responsible purchasing policy that incorporates environmental criteria, increasing environmental awareness among employees.

Ingenico Group's environmental actions are coordinated at Ingenico Group SA level and reported to senior management annually.

To learn more about our policy's implementation and the measurement of outcomes, please refer to the CSR section of our Registration Document: paragraphs 2.4.7.7 (p.55) and 2.5 (p. 58-68).

Anti-Corruption

Policy and goals

Principle of no corruption is part of the Group's Code of Ethics and Business Conduct. Ingenico Group employees cannot accept any form of corruption and public and private bribery are strictly prohibited. In 2015, Ingenico Group set up an internal policy to check the integrity of its service providers, further strengthening the resources deployed to combat corruption, fraud and any other illegal or unethical practices.

To learn more about our policy's implementation and the measurement of outcomes, please refer to the CSR section of our Registration Document: paragraphs 2.4.2.1 (p. 49) and 2.4.2.3 (p. 50).