

10. Human Rights

► **AT A GLANCE**

Human rights are central to everything Publicis Groupe does. It is thus essential that everyone working for and on behalf of Publicis Groupe be very familiar with the principles in this policy.

WHY?

Publicis Groupe is committed to respecting the human rights of all individuals. The Groupe promotes ethical standards throughout its business, ensuring that respect for human rights is a core element of its business practices.

Publicis Groupe complies with all laws and regulations in relation to human rights and fundamental freedoms.

FOR WHOM?

All employees, suppliers, and partners.

Suppliers engaged by the Groupe and its Business Units agree to comply with this policy, and any violation may result in the immediate termination of the business relationship.

WHAT?

As a global company operating in over 100 countries, the Groupe is committed to promoting human rights and fair working conditions throughout its operations.

Publicis Groupe has supported the United Nations Global Compact, since 2003. Its 10 Principles are aligned with the Universal Declaration of Human Rights, the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, including its conventions, the Rio Declaration on Environment, and the United Nations Convention Against Corruption.

For a list of the United Nations Global Compact’s Ten Principles, visit the Groupe Policy IV.01./ Corporate Sustainability, Responsibility & ESG.

1. Equal Opportunity and Fair Treatment

Publicis Groupe is an equal opportunity employer. Talent are equitably and fairly compensated for their contributions and skills, irrespective of other

considerations such as gender, ethnicity, religion, etc.

Publicis Groupe is firmly committed to upholding a decent standard of living for all workers in its supply chain.

2. Freedom of Association and Right to Collective Bargaining

The Groupe respects employee freedom of association and the right to collective bargaining, in line with applicable local policies and laws, and maintains systems to facilitate engagement with employees at the local level.

3. Non-Discrimination

Publicis Groupe strictly prohibits all forms of unlawful discrimination based on gender, age, race or ethnic origins, sexual orientation, nationality, religion, disability, or any other characteristic protected by applicable law. For additional information, visit the Groupe Policy III. 02./ Impact & Social Equity.

4. Forced and Compulsory Labor, Child Labor and Human Trafficking

Publicis Groupe complies with labor laws in all countries where it operates.

Publicis also does not employ child labor and fights against forced or compulsory labor.

Suppliers also must comply with all labor laws.

5. Healthy, Safe and Secure Workplace

Publicis Groupe strives to create and maintain a healthy, safe, secure and supportive work environment for its talent. See the Groupe Policy 4./ Health, Safety & Security.

All Business Units must provide a safe work environment free from harassment, where individuals are treated with respect, dignity and fairness. Publicis Groupe has a zero-tolerance approach towards any form of harassment, discrimination, or workplace violence. See the Groupe Policy III. 03./ Harassment & Workplace Violence for more information.

6. Anti-Corruption

Publicis Groupe has zero tolerance for all forms of bribery and corruption.

Employees, suppliers and partners must not engage in any form of bribery or corruption or request any third party to do so on their behalf. See the Groupe Policy I.06. / Anti-Bribery & Anti-Corruption for more information.

7. Responsible Marketing

Advertising and marketing can and should be conducted responsibly and all Business Units are required to comply with its responsible marketing principles, which include legal, decent, honest and truthful communication, respect for human dignity, refusal to engage in any form of discrimination, and the promotion of social responsibility.

See the Groupe Policy I.02. / Responsible Marketing & Technology for further information.

8. Environment

Publicis Groupe recognizes that upholding human rights and fostering a sustainable future for the planet starts with ensuring environmental protections. The Groupe is committed to operating in harmony with the environment.

The Groupe selects business partners with consideration for their ability to run environmentally responsible operations.

Publicis Groupe has committed to reduce carbon emissions and become Net Zero by 2040. Visit the Groupe Policy IV.02. / Net Zero Climate for more information.

Publicis Groupe's ambition is to ensure suppliers are engaging in a carbon reduction trajectory with clear targets.

9. Ethical AI

The use of artificial intelligence must be based on clear ethical rules. The Groupe strives to prevent bias and discrimination in AI systems and ensure they respect the human rights principles captured in this policy.

HOW?

The Groupe pays particular care to the health, safety and well-being of employees, equitable treatment, and climate change challenges for the advertising industry.



Reporting on Policy Violation

- Employees, suppliers and partners who suspect or witness a violation of human rights should raise a good faith Concern to the Publicis Groupe Ethics Concerns platform,
- The platform can be accessed by clicking here, visiting <https://publicis.whispli.com/lp/ethicsconcerns> or using this QR code:



Violating the human rights principles in this policy will result in **disciplinary action** up to and including termination of employment. Suppliers or business partners who violate this policy also may face termination of the business relationship.

Transparency

Publicis Groupe annually prepares a non-financial reporting disclosure in accordance with the provisions of articles L. 225-102-1, L. 22-10-36, R. 225-105 and R. 225-105-1 of the French Commercial Code on corporate social and environmental transparency obligations and on auditing methods. The non-financial reporting disclosure includes Publicis' commitment to respecting human rights and the measures it has implemented to promote human rights.

WHO?

All Publicis Groupe agencies and Business Unit employees are responsible for following this policy.

Policy available to the public on the Groupe website.