

HUMAN RIGHTS UNDERTAKINGS

COMBAT AGAINST SLAVERY AND HUMAN TRAFFICKING

2019

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 (Act of the Parliament of the United Kingdom, designed to combat modern slavery in the UK and consolidates previous offences relating to trafficking and slavery. Under this Act, any commercial organization (i) which supplies goods or services, and (ii) has a total turnover of not less than 36 millions of Pounds, shall publish each year a statement of the steps the organization has taken during the financial year to ensure that slavery and human trafficking is not taking place in any of its supply chains, and in any part of its own business.

STRUCTURE

Subsidiary of the Bolloré Group, AUTOMATIC SYSTEMS develops, since 1969, solutions, using emerging technologies to meet the specific needs of its clients. Its command of these new technologies and its expertise have allowed it to become a vital key player in the following markets:

- (i) The design, development, production, sales, installation and servicing of equipment and systems to control access, to collect fees and to ensure safety for vehicles and pedestrians.
- (ii) The integration of barcode, ticket, contactless readers has made AUTOMATIC SYSTEMS a world leader in the automation of secure entrance control.

HUMAN RIGHTS POLICY

This statement is part of the comprehensive approach of the Bolloré Group, to which AUTOMATIC SYSTEMS belongs, to place respect for and promotion of Human Rights as an essential component of its activities.

This declaration is part of the global approach of the Bolloré Group, to which AUTOMATIC SYSTEMS belongs, to place respect for and promotion of Human Rights as an essential component of its activities. The Bolloré Group integrates Human Rights as a fundamental pillar of its CSR strategy since 2017 and has reinforced its commitment in 2019 through the signature of a Human Rights Charter. Deployed across all its divisions and subsidiaries, the Human Rights Charter enshrines respect for workers' rights throughout the value chain, respect for the fundamental rights of neighboring communities and populations, and an ongoing attempt to make a positive social contribution, as priority issues.

In addition, as a signatory of the United Nations Global Compact since 2003, the Bolloré Group is committed to respect its principles, which form the ethical foundation of its Code of Conduct.

In terms of the protection of Human Rights, the Group Bolloré and its subsidiaries are constantly improving their reasonable due diligence through the implementation of a Human Rights action plan, as well as an approach based on the implementation of cycles of vigilance, integrating the specificities of the territories in which they operate as well as those of their businesses, making it possible to identify, prevent and mitigate the risks of serious harm, and to report on the results.

As a subsidiary of the Bolloré Group, AUTOMATIC SYSTEMS respects the principles and commitments of the Bolloré Group to which it belongs and in particular:

- (i) The Bolloré Group Code of Conduct compliance guide;
- (ii) The Bolloré Group Ethics and Values Charter;
- (iii) Human Rights and Diversity and Inclusion Charters of the Bolloré Group, based on the International Charter of Human Rights, the Guiding Principles of the United Nations, the OECD and the fundamental conventions of the I.L.O. (International Labour Organization);
- (iv) The CSR Bolloré Charter.

These documents contain commitments in terms of respect for workers' rights, Human Rights and the combat against slavery and human trafficking.

DUE DILIGENCE PROCESSES AND RISK ASSESSMENT

Within the frame of its activities, AUTOMATIC SYSTEMS is aware that the highest risks concerning the respect of Human Rights are to be found in its supply chain, and more particularly with its partners located in so-called "developing" countries.

In order to limit such risks, AUTOMATIC SYSTEMS has put in place various measures, such as:

- A due diligence procedure to evaluate a partner on the respect of the ethical commitments of the Bolloré Group and of AUTOMATIC SYSTEMS which includes in its questionnaire a section on the respect of Human Rights in risk areas. This procedure is intended to be deployed more widely.
- The introduction of contractual clauses, in particular in its General Purchasing Conditions, requiring its suppliers and service providers to comply with applicable ethical regulations, including regulations relating to respect for Human Rights, in particular the principles of the I.L.O. (prohibition of forced labour and child labour).

GOVERNANCE

The integration of the CSR into the Bollore Group's governance system is reflected in the establishment and annual meeting of the Group's CSR Ethics and Anti-Corruption Committee. Comprising a Chairman, the Group's General Management, the Business Unit General Managers, and the Group Directors of Human Resources, Legal, Compliance, Management Control, Finance, Investor Relations, Communications and CSR, the CSR Ethics and Anti-Corruption Committee meets to set the main work domains that the divisions are responsible for deploying within their perimeter, in order to ensure compliance with the Bollore Group's commitments and develop action plans specific to their activities.

TRAINING

The Bollore Group integrates subjects relating to good business conduct, ethics, anti-corruption and respect for Human Rights into its training strategy and, in particular, provides online training modules accessible to all employees worldwide

Each AUTOMATIC SYSTEMS's employee receives various documents at the time of hiring, including the policies implemented by the Bollore Group and by AUTOMATIC SYSTEMS on their CSR commitments. Each employee shall comply with them. Failure to comply with these documents is considered as a misconduct that may give rise to the application of a disciplinary sanction.

On March 25th, 2020

Nicolas Saillé
CEO of AUTOMATIC SYSTEMS SA.

Nicolas Saillé
CEO
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Automatic Systems

AUTOMATIC
SYSTEMS
5 avenue Mercator - 1300 Wavre
Tél. 010/23 02 11