

International SOS is proud of our cultural, racial and gender diversity. It is one of our main strengths as a company that reflects the wide and diverse population we serve. We are committed to creating an environment which is free from discrimination and bias wherein people can fulfil their potential.

We take an active approach to diversity and inclusion and follow research based practices. Our approach is underpinned by a global Diversity and Inclusion Committee, supported by regional and local committees. This global committee is chaired by members of our Group Executive Committee and meets quarterly to review our Diversity and Inclusion strategy and report to the Board. Members of the committee represent all regions, functions and business lines within International SOS.

We strive to ensure that our workforce is truly representative of all different sectors of society. We strive to ensure that each employee is respected. By leveraging the unique backgrounds, perspectives and experiences of our people we believe we can improve the provision of excellent customer service to our equally diverse customers.

We do this by:

Demonstrating equality, fairness and respect for all in our employment, whether part-time or full-time. We go a step beyond to practice this in the selection of our vendors and partners.

In making any purchasing decisions, International SOS strives to seek support from socio-economically diverse organisations to help promote diversity through financial motivation.

Opposing and preventing unlawful discrimination on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation.

We are committed to:

Actively seeking to recruit for diversity and working closely with our internal recruitment and our third party recruiters to drive recruitment of the diverse candidates we are looking to hire.

Encouraging equality and diversity in the workplace by creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.

Considering complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities seriously

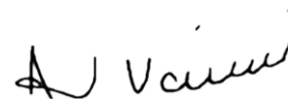
Making available opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.

Ensuring decisions concerning staff are based on merit

Reviewing employment practices and procedures when necessary to ensure fairness, and also regularly updating policies to take account of changes in the law and ensure we are following the local laws of the countries within which we operate.

Providing Diversity & Inclusion Awareness training for all of our employees.

We believe this commitment adds value to our customers and employees.



Arnaud Vaissié
Chairman & CEO

23 April 2021