

## **Anti-slavery and human rights policy**

Euronext is committed to conducting its business in accordance with the International Bill of Human Rights, which includes the Universal Declaration of Human Rights (UDHR). We also take into account the United Nations framework and guiding principles on business and human rights, as well as the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

As part of its sustainability strategy, Euronext considers that it is its role to monitor the respect of human rights within its supply chain and its workforce.

As an employer, Euronext is committed to respecting and promoting the human rights of all employees, contractors and its workforce more globally. In practice, Euronext ensures notably that it prohibits any form of discrimination, respects the right of association, recognises collective agreements, and ensures it eliminates all forms of forced labour and child labour.

With our suppliers, we consider that our role is to monitor the respect of human rights within our supply chain. In this regard, we have issued a Supplier Code of Conduct which ensures that our suppliers respect human rights in their operations. These behaviours and practices include: health and safety, avoidance of any form of forced labour, avoidance of child labour, working hours, wages and benefits, freedom of association, privacy protection, and treating people with dignity.

As a financial markets infrastructure, we believe that financial crimes can often be associated with human rights violations. Financial crime, bribery and corruption have a detrimental effect on the communities where they occur by undermining the rule of law, democratic processes and basic human freedoms, impoverishing states and distorting free trade and competition. Euronext's role as a global financial markets infrastructure is to fight financial crime and prevent its systems, services and operations from being used for financial crime. We do not wish to be associated with any human rights abuses in our business dealings with clients. If a customer fails to address identified human rights violations or any other items cover in our Supplier Code of Conduct, Euronext will terminate its business relationship with that client.

Implementation plan: Euronext has implemented policies that aim to ensure directly or indirectly the respect of human rights at Euronext and to reduce financial crimes, bribery and conflicts of interest. These include our Supplier Code of Conduct, Euronext's Code of Business Conduct and Ethics, and others. To ensure adherence to its regulatory framework, Euronext conducts ongoing assessments and has established a whistleblowing policy to encourage reporting of any issue.

prohibits all forms of harassment, whether based on race, ethnicity, religion, gender, nationality, sexual orientation, age or any form of disability.

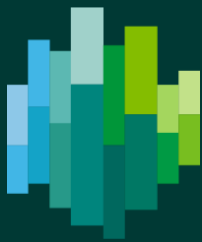
Euronext staff receives regular training on Bias and Discrimination topics.

---

This document is for information purposes only. The information and materials contained in this document are provided 'as is' and This publication is for information purposes only and is not a recommendation to engage in investment activities. This publication is provided "as is" without representation or warranty of any kind. Whilst all reasonable care has been taken to ensure the accuracy of the content, Euronext does not guarantee its accuracy or completeness. Euronext will not be held liable for any loss or damages of any nature ensuing from using, trusting or acting on information provided. No information set out or referred to in this publication shall form the basis of any contract. The creation of rights and obligations in respect of financial products that are traded on the exchanges operated by Euronext's subsidiaries shall depend solely on the applicable rules of the market operator. All proprietary rights and interest in or connected with this publication shall vest in Euronext. No part of it may be redistributed or reproduced in any form without the prior written permission of Euronext.

Euronext refers to Euronext N.V. and its affiliates. Information regarding trademarks and intellectual property rights of Euronext is located at [euronext.com/terms-use](https://www.euronext.com/terms-use).

© 2024, Euronext N.V. - All rights reserved.



[euronext.com](https://www.euronext.com)