



CORPORATE COMPLIANCE:

**CORPORATE SOCIAL
RESPONSIBILITY POLICY**

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0.1	January 2021	MJ Capodanno	Policy created to Provide an overview of OneSpan approach to corporate social responsibility

ONESPAN CORPORATE COMPLIANCE – CORPORATE SOCIAL RESPONSIBILITY POLICY

I. INTRODUCTION

OneSpan's security and e-signature solutions protect people, devices, transactions and digital identities from fraud. In doing so, OneSpan brings trust to people's digital life and has been chosen by thousands of customers as a leading supplier. As a trusted partner, OneSpan has created this Corporate Social Responsibility Policy to reflect our commitment to promote honest and ethical conduct in our interactions with customers, shareholders and our employees. This Policy is a summary of more extensive OneSpan policies and other areas that are referenced in OneSpan's Code of Conduct. OneSpan implements these policies to the extent feasible, taking into consideration the market, needs of OneSpan, needs of the customers, community expectations and other relevant factors. This policy will be updated from time to time to reflect changes in our business practices.

2. HUMAN CAPITAL MANAGEMENT AND HUMAN RIGHTS

As a global employer, OneSpan strives to build trust, deliver mutual advantage, and demonstrate respect for human dignity and rights in all relationships OneSpan enters into, including respect for cultures, customs, and values of individuals and groups. In addition to providing a healthy and safe work environment by complying with applicable laws in the jurisdictions where we operate, OneSpan fosters a dynamic and engaged workforce through the adoption of certain workplace tenets, specifically the values of collaboration, accountability, transparency and speed as well as respect for human rights.

As a global company the employees experience can benefit from interaction with colleagues of different cultures, experiences and viewpoints. To foster an inclusive environment OneSpan continually seeks to diversify its recruitment approaches and focus on diversity, equality and inclusion in its workplace. Employees are encouraged to engage in employee initiated and company sponsored events and onsite amenities in various OneSpan locations.

OneSpan is committed to upholding and respecting the human rights of all people and complying with all legal requirements thereto. OneSpan upholds the values described in the [Universal Declaration of Human Rights](#), [Eight Core Labour Conventions](#) developed by the International Labour Organization ("ILO"), and the [UN Guiding Principles on Business and Human Rights](#) (the Guiding Principles) and the OECH Guidelines for Multinational Enterprises.

To support the described tenets, we have implemented a Global Anti-Harassment & Anti-Discrimination Policy, Diversity, Equality and Inclusion Policy, Human Rights Policy, Anti-Slavery and Human Traffic Policy with appropriate grievance mechanisms for employees to report any concerns. Additionally, in certain countries, OneSpan collaborates with a workers council or union to ensure employees concerns, on a wide array of subjects, are addressed.

3. COMMUNITY INVOLVEMENT

In the communities in which it operates, OneSpan seeks to encourage and promote collaborative, consultative, and partnership approaches in community programs. OneSpan ACTS is OneSpan's program to encourage employee participation in their community and provide charitable giving to employee nominated non-profit organizations. On an annual basis employee nominations are solicited globally for charitable giving that aligns with OneSpan ACTS Giving Pillar from the OneSpan ACTS fund. The employee OneSpan ACTS committee reviews all nominations and selects several charitable

organizations in communities where OneSpan operates for a donation. In addition, OneSpan encourages its employees to share volunteer opportunities with their colleagues and provides a paid day off for employees to participate in volunteer in their community.

4. THE ENVIRONMENT

OneSpan is committed to sound environmental practice in our operations globally. We comply with relevant environmental laws and regulations in our facilities and our business practices. We strive to continually improve OneSpan's environmental footprint and related policy, programs, and performance based on the results of periodic reviews and considering regulatory changes, OneSpan needs, customer needs, technical developments, scientific understanding, and community expectations. Some ongoing initiatives undertaken include:

- Promote and continue to internally invest in technologies that provide alternatives to business travel.
- Reduce the number of offices globally and promote more flexible work locations.
- Encourage suppliers and contractors to adopt effective environmental management practices.
- Require any product manufacturing suppliers to be ISO 14001, the international standard that specifies requirements for an effective environmental management system.
- Host our SAAS services primarily with Amazon Web Services who have made environmental and sustainability commitments, see [Sustainability in the Cloud](#)
- Promote or subsidize for employees, where appropriate, public transport and other environmentally friendly technologies.
- Conserve natural resources by reusing and recycling materials, purchasing recycled materials, and using recyclable packing and other materials where feasible.
- Where applicable, product token devices that are safe for their intended use, energy efficient, protective of the environment, and reusable or recyclable.

5. POLICY COMPLIANCE

Compliance with this policy is verified through various methods, reports from available business tools, audits, self-assessments and/or surveys and feedback. Every OneSpan employee is expected to follow this policy and use it as a guide in performing duties. Should you have any questions or concerns regarding this policy, please contact your manager or your local HR representative. The principles set forth in this policy are an integral part of other related policies, including but not limited to, the OneSpan Code of Conduct Global Anti-Harassment & Anti-Discrimination Policy, Diversity, Equality and Inclusion Policy, Human Rights Policy, Anti-Slavery and Human Traffic Policy, Environmental Policy.