

# Our Road to Social Responsibility

Understanding impacts to pave a better future.





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# What Corporate Social Responsibility Means to Verifone

We are everywhere that commerce happens. That means our reach is widespread and that we touch communities, customers and consumers all over the world.

That's why we're committed to working as a socially responsible company. Through even small changes, we have the immense power to create positive change for those we serve.

We respect the diversity and rights of people, we conserve physical resources, and we adhere to honest, ethical and legal practices. We expect the same of our employees, partners and suppliers.

We respect the contributions of our neighbors, colleagues, customers and consumers, and we strive to uphold Verifone's values to the highest degree – no matter where in the world we work.



Verifone integrates social, environmental and ethical methodologies into our operating rhythm every day. We comply with laws and regulations across the globe, and we constantly review, update and elevate our standards for corporate social responsibility.

We acknowledge we have opportunities to be better, and we collaborate outside of Verifone to create solutions that enhance our corporate social responsibility.

We deploy champions across our enterprise to oversee, manage and improve our approach every day. We've created processes and measurements throughout many areas to visualize our impact. Though some of these processes are in early stages, we work to earnestly capture where we stand and identify where we can improve.





# People. Planet. Principles.

## Our CSR Mission

We do what's right. Verifone conducts business in ways that are ethical and compliant. We abide by global, national and regional laws and regulations.

## Our CSR Approach

Every business service, payment device and software platform we architect is predicated on three pillars: People, Planet and Principles.



# People

are the keystone of any organization.

We are committed to fair labor practices, and we respect the human rights of all workers. We will not use or tolerate the use of forced labor, slavery or human trafficking in our business operations. We expect our suppliers and partners to adopt sound human rights practices to eradicate all forms of forced labor and human trafficking, and to comply with all compensation and benefits, working hours, labor, health and safety, discrimination, harassment and retaliation laws.

# Planet

represents our collective home and its shared resources.

We strive to minimize the environmental impact of our products, operations and supply chain. We collaborate with our suppliers and manufacturers to reduce waste and implement sustainable practices throughout the product lifecycle. We have incorporated environmental requirements into our product design processes to address new and existing regulatory requirements, such as material substitution to remove substances of concern and enhancing energy efficient designs for power supplies.

# Principles

demonstrate our commitment to honesty, integrity, and ethical dealings.

We expect our employees, partners, and suppliers to comply with applicable laws and regulations and to uphold the highest standards of ethical conduct. No monetary gain or profit should ever compromise the ethical principles of Verifone or of its partners or suppliers. Verifone is committed to complying with applicable anti-corruption laws and regulations, including the U.S. Foreign Corrupt Practices Act (FCPA), UK Bribery Act, and other anti-corruption laws and international conventions.



# People

Our success as a business and a responsible corporate citizen starts with individuals.



# Our Commitment to People

## Supporting Our Clients

We work directly with businesses regardless of size – from global Tier 1 brands to small entrepreneurs. We believe in the power of forging positive and lasting relationships, and we responsibly demonstrate fairness and respect in our human relations – with our employees, suppliers and customers.

Each year, our trusted payment technologies facilitate over 12 billion transactions globally. People are behind everything we do to shape the adaptable payment ecosystems that big and small businesses rely on every day to accept secure digital transactions. The professional skill and personal dedication required to create meaningful innovation comes from individuals inspired to create their livelihoods as they improve the lives of others, and we share in fostering that environment here at Verifone.

## Supporting Our Employees

We are focused on recruiting, rewarding and retaining the industry's best talent. We seek innovative thinking and technical expertise when meeting our personnel goals, matching regional requirements with professionals who deliver on the needs of our customers.

We strive to provide meaningful careers for our employees and their continued improvement and individual prosperity. We listen to our customers so that we can deliver the customized solutions they need to succeed. We rely upon our suppliers for innovative, cutting-edge services and products.

Amid the pandemic-driven “Great Resignation,” we’re working even harder to reinforce workforce continuity. We actively assess performance to guide career paths and succession planning across our organization.

## 35K courses

were completed in Verifone Academy, our internal platform designed to develop the skills and passions our employees are interested in.

## 28 students

were recruited from distinct sourcing channels, such as Historically Black Colleges and Universities (HBCUs) and other underrepresented groups, across five countries

## 95% of interns

were targeted for full-time conversion at the end of the internship program at Verifone.

## 15 women

mentored female employees from various regions and business units, dedicated to increasing female leadership throughout the company.



# Our Responsibility to People

## Fair Labor Prices

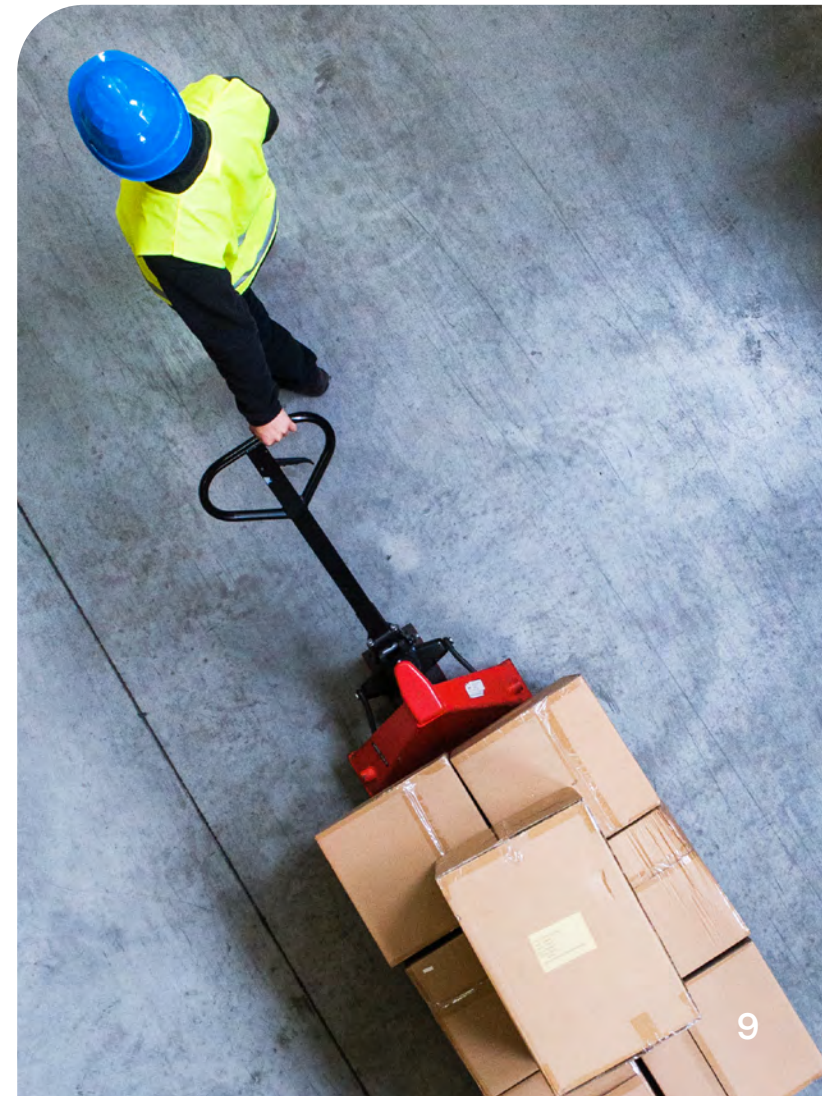
Globally, Verifone is committed to fair labor practices and respecting the human rights of workers. We forbid the use of forced labor, slavery or human trafficking in our business operations or supply chain.

Verifone expects its suppliers and partners to adopt practices to **eradicate all forms of forced labor and human trafficking**. They're bound to comply with laws governing compensation and benefits, working hours, labor, health and safety, discrimination, harassment and retaliation. We are committed to abiding to fair labor practices and will hold our partners and suppliers to the same standard.

We are transparent in all our human resources activities. We communicate our recruitment and hiring processes clearly and formally to all candidates. We require awareness training for our associates regarding diversity, discrimination and harassment.

## Resource Integrity

Verifone's Supplier Code of Conduct also explains our expectations on the use of conflict materials such as tin, tantalum, tungsten and gold in our supply chain. By policy, Verifone **avoids the use of conflict materials** sourced from the Democratic Republic of Congo or surrounding countries that contribute to armed conflict in the region. We expect our suppliers to exercise due diligence in trying to assure that conflict materials they use in parts or components do not directly or indirectly finance or benefit armed conflicts.





# Our **Dedication** to People

## Key Accomplishments

Cultures, expectations, and values shift. And just as we help merchants shape powerful experiences for their customers, we also strive to shape a positive experience for our employees, partners and suppliers.

To remain relevant and exercise our duty as a socially responsible company, we constantly find new ways to respect, celebrate and honor all the people who touch Verifone.

Read more on how we advance our corporate social responsibility through:

**Diversity**

**Professional Development**

**Health and safety**





# Diversity

Our newly established **Women's Mentorship Program** paired female leaders with mentees across multiple business units and geographies. The initial program had 15 mentees and mentors. The six-month program proved so successful that Verifone plans to increase participation in the second year. The program showcased the brilliant talents of our female leaders, serving as a source of inspiration and role modeling for other women.

The engagement led to new friendships and relationships and contributed to our goal of **lifting the trajectory of women into leadership**. The program also resulted in promotions for some mentees, and participants shared their learnings in presentations to Verifone's executive team, including CEO Mike Pulli.

Verifone is widening its recognition of diversity and inclusion with an awareness program, marking events such as **International Women's Day** and **Pride celebrations**.





# Diversity

Our **VIP Internship Program** recruited 28 students – nearing or recently graduated – in five countries. At the end of the 10-week program, 95% of interns accepted full-time positions with Verifone.

In the U.S., the program recruited interns from Historically Black Colleges and Universities (HBCUs), as well as other underrepresented groups. Globally, there was a distinct focus on hiring from alternative sourcing channels, such as technology boot camps.

Interns worked on active projects in engineering and sales. They received feedback from mentors to help them polish their technical, communication and other skills while working on team projects aimed at identifying gaps in Verifone's business.

At the end of the program, the interns shared their work with Executive Leadership. In an affirmation of their efforts, CEO Mike Pulli asked whether they were reading his mind because they had spotted lapses in Verifone's business which he had already identified.





# Professional Development

We launched Verifone Academy to help fulfill our mission of **advancing the skills and cultivating the passions of our associates, with 35,000 courses completed in the first year.** In the second year, course offerings have doubled to roughly 200, covering topics such as health and safety, ethics, programming, effective goal setting and more.

By cultivating collective learning, the academy has **strengthened Verifone's culture as a global organization.** Some courses are required while others are optional, and managers can follow the participation and progress of associates to help identify candidates for development.

Our **Leadership Development Program** has provided online and live training to 850 managers, and we've advanced the careers of our associates with our **Career Development Program.** Across the globe, a wide assortment of regional programs offer training in sales, presentation skills, time management and more.

We celebrate our associates' service with **BRAVO!**, a global program that recognizes years of employment after the first year and then at every five-year anniversary.





# Employee Benefits

Our **benefits programs** are competitive, based upon benchmarking against companies with which Verifone competes for talent and business. For comparisons, we look primarily at other global high-tech companies. We also review the practices of companies in general industry when appropriate to evaluate benefits and practices across the full cross-section of Verifone's competitors for talent.

- In smaller economies where industry-specific information is lacking or unavailable, we may use general industry survey information to supplement market benchmarks to inform the design of our benefits programs.
- In most countries, our typical offerings provide plans for medical, life, accident, disability, pension and worker's compensation. In addition, we provide local perks such as meal vouchers, cash allowances and discounts.
- We are also evaluating rewarding the completion of major engineering and other projects with "spot" monetary bonuses.





# Total Rewards Program

Our **Total Rewards Philosophy** provides competitive programs that enable us to attract, retain, motivate and reward employees who contribute to our success. Our approach to compensation is based on three key principles:

- Pay-for-performance rewards high performance with greater potential.
- Our commitment to equality leads to the equitable compensation of employees, relative to performance and experience regardless of gender, nationality or disability.
- Market competitiveness in local markets drives our total compensation packages, while allowing pay to vary based on skills, experience and performance.

Our talent management program, called Verifone Inspire, aims to identify our associates with high potential to advance their careers and the goals of our company. Their participation heightens their visibility among managers as they hone their strengths and learn from others in the program.





# Health and Safety

Across the globe, we've established local initiatives and plans to support the well-being of our associates in areas such as health screenings, mental health, and financial services.

**Our dedication to the health and safety of our employees and others who may be affected by our activities** is clear and well defined. Verifone's Statement of Health and Safety Policy outlines our commitment to provide and maintain safe working conditions everywhere we work.

We communicate the objectives of this statement to our employees, initially through induction training and our Health and Safety Handbook. Progress on these objectives is monitored by senior management and an annual review conducted by operational leadership. Our health and safety management system reduces our significant risks and exposures, including detailed policies and procedures. Our arrangements for fire and other emergencies are just a few examples of how Verifone effectively communicates and manages risk.

Based on our risk assessment results, we developed a training program that prepares our associates to respond to emergencies or other risks that threaten their health and safety. This program recognizes that **the key to successful health and safety management** is ensuring that employees are competent to carry out their responsibilities.







# Planet

We respect the environment and we work with partners and suppliers for sustainable approaches.





# Our Commitment to the Planet

## Environment Impact in Summary

We didn't end up everywhere by chance. You'll find us all over, from the biggest grocery stores to the local corner bars and vibrant street vendors of the world. Ubiquity is a testament to our strength, ingenuity and earned customer trust.

Our breadth also creates an enormous opportunity to demonstrate that **we care deeply about the world where we live and work**. Our thoughtful actions positively influence the world we share and minimize the environmental impact of our products across the supply chain, from design and delivery to recycling and disposal of wastes.

Our environmental stewardship directs the proper use and handling of chemicals and other hazardous substances in our operations.

**We're dedicated to the reduction of waste and toxic materials in packaging, as well as the safe disposal of electronic waste.**

We follow environmental regulations and laws everywhere we operate, and we require the same compliance by our suppliers and contract manufacturers. We also rely on common sense and sound judgment, knowing that our global reach magnifies seemingly small decisions – such as printing fewer pages of paper.

## 98% materials

used in our devices were recycled when returned to Verifone.

## 203% increase

of renewable energy used by manufacturing partners since 2020.

## Zero purchases

of single use plastic cutlery, plates and cups since new policy introduced.



# Our **Responsibility** to the Planet

## Environmental Compliance and Energy Conservation

We embrace initiatives to minimize the environmental impact of our products, operations and supply chain. We work with our suppliers and contract manufacturers to **reduce waste and implement sustainable practices** throughout the product lifecycle.

We partner with environmentally responsible contractors in manufacturing, supply chain, cloud services and transportation to **expand our sustainability commitment to our network of business partners**. The track records of these companies demonstrate high standards for environmental accountability.

Closing or shrinking the size of data centers, including some acquired by Verifone in recent years, **reduces the consumption of electricity and other resources**. We realized that our utility costs would increase with the aging of hardware in our facilities. The shift of our data services from brick-and-mortar centers to the cloud helps us fulfill our commitment to sustainability.

We partnered with a major cloud services provider that's a leader in sustainability. The relationship has created efficiencies

for us, which can increase and decrease its computing based on the needs of its customers and suppliers.

The relationship bolsters our **determination to conduct business with responsible partners**. A 2019 report by 451 Research found the median surveyed enterprise data center can reduce its workload carbon footprint by 88% when moving from data centers to cloud services. The contractor's infrastructure was also found to be 3.6% more efficient than the median, due to a more energy efficient server population and higher utilization.





# Our **Responsibility** to the Planet

## Sustainable Transportation

When we choose our transportation partners, we consider their progress in reducing CO<sub>2</sub> emissions to be part of our own sustainability efforts. We track our global emissions in a variety of ways, by mode of transportation, by the number of shipments and by shipment miles, as we **increase our commitment to shrinking the carbon footprint from our shipments.**

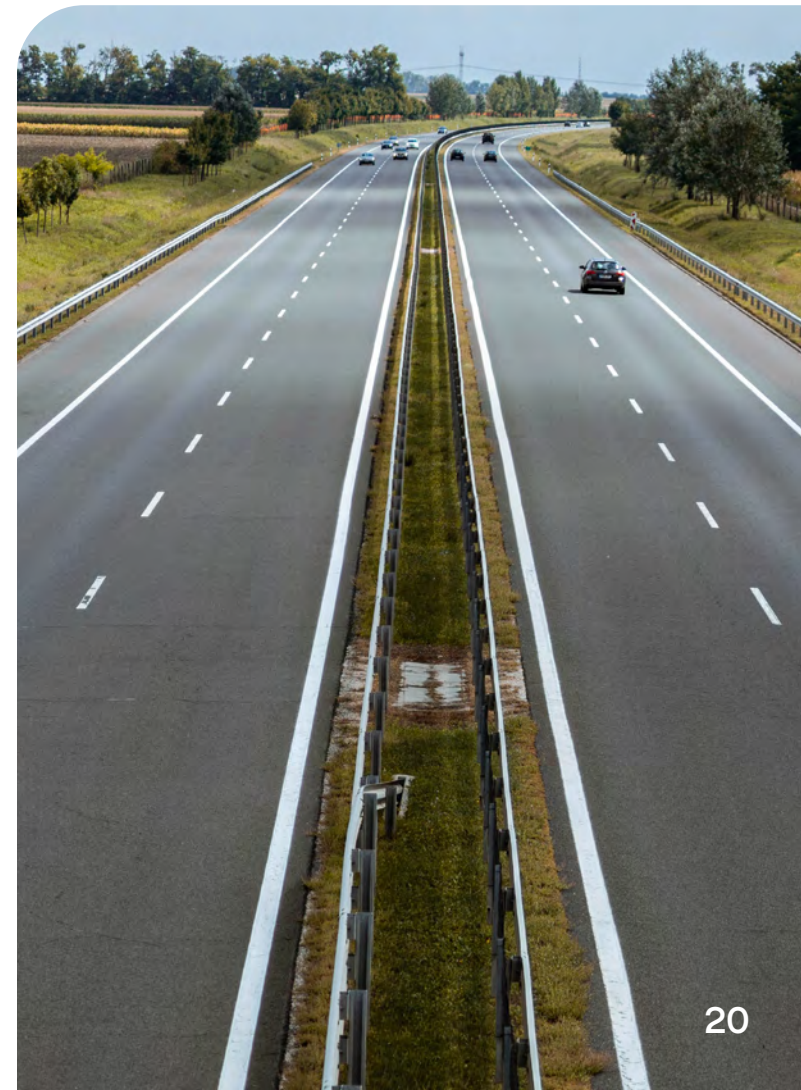
Our products are delivered by air, rail and trucks. Our largest shipping partner provides us with regular reports showing how much CO<sub>2</sub> is generated by the company's shipments for us.

Verifone partners have committed to achieving carbon neutrality in their operations by 2040. As partners **increase reliance on usage of alternative fuels, electric trucks, drones and robots,** it cuts emissions and helps us achieve our environmental goals.

## Packaging

We impose requirements on suppliers in our efforts to **reduce waste and toxic materials in packaging.** As part of our sustainability efforts, suppliers provide declarations of conformity to affirm that heavy metals are not used in packages and packaging materials.

We also partner with our contract manufacturers to reduce packaging waste, **increase use of recyclable materials,** and remove ozone depleting substances from our packaging materials.



# Our **Responsibility** to the Planet

## Product Design and Production

We're committed to designing products that follow environmental regulations while meeting the requirements of our customers. The aim of our design and production processes is to engineer **energy-efficient devices while eliminating materials of environmental concern.**

We also work with our contract manufacturers to ensure production processes comply with applicable environmental requirements, including use of unleaded soldering paste and RoHS compliant material handling procedures.

**We design products that go beyond legal mandates.** In the U.S., we abide by the requirement that kiosks must accommodate the visually impaired with features such as raised keypads. We apply the standard globally, even in markets where the accommodations aren't mandated.

Looking ahead, we're engaged in testing of drop-resistant recyclable resins and plastics and **developing devices for the visually impaired.** We're also exploring selling devices with industry-standard USB connectors so that the purchase of replacements won't require new USB power sources.





# Our Responsibility to the Planet

## Quality and Vendor Management

We require that our contract manufacturers and other suppliers share our commitment to sound quality and environmental management practices. They maintain ISO 9001 (Quality Management) and ISO 14001 (**Environmental Management**) certifications.

All suppliers must join and follow the code of conduct of the Responsible Business Alliance (RBA), the world's largest industry coalition dedicated to corporate social responsibility in global supply chains.

By adhering to the RBA, Verifone is following best practices of proven, widely accepted standards. Its code of conduct sets social, environmental and ethical standards in accordance with international norms.

The RBA offers an auditing program that allows members to identify and correct problems with suppliers. During the most recent audit cycle, all of Verifone's partners were found to be compliant with RBA's requirements.

Verifone goes a step further by requiring that even its subcontractors must abide by the RBA. The policy ensures that companies supplying our contract manufacturers conduct business ethically as well.

Broadly, **Verifone follows a practice known as going beyond compliance.** We mandate that our partners follow RBA's standards – such as limiting the number of hours and days in a week that people should be required to work – even if regulations in a country or practices by a company are more lenient.

Verifone maintains an approved vendor list that requires its partners abide by the company's Supplier Code of Conduct. We require prospective partners to complete a questionnaire and conduct audits internally. These steps focus not just on technical compliance by our partners but also on adherence to environmental, social and governance standards.



# Our **Responsibility** to the Planet

## Chemical Safety

We strive to go above and beyond in meeting regulations related to hazardous materials. In the European Union, **we follow the Restriction of Hazardous Substances (RoHS)** directive that restricts the use of certain hazardous materials in electrical and electronic products.

As a general practice we apply RoHS standards not only where they are compulsory, but for all products. We follow the EU's Registration, Evaluation, Authorisation and Restriction of Chemical Substances (REACH). By limiting the use of hazardous substances and certain heavy metals in products and packaging, **we reduce contamination from electronic waste.**

We monitor the hazardous substance lists and require our suppliers to report and disclose the presence of RoHS and REACH-designated substances in their products. We contract with an external and independent laboratory to test new products before their release to confirm that hazardous substances are absent or below identified thresholds. Each product delivery contains a Declaration of Conformity detailing compliance with relevant directives and specifications.

## Electronic Waste and Recycling

We share the global concerns about electronic waste reaching landfills, contaminating ground water and creating other environmental issues.

We engage in efforts that **enhance the circular economy**. We recycle laptops and desktops in relationships through third-party contractors with track records of responsibly destroying hard drives and recycling components of the devices.

We abide by regulations, including the European Union's Waste Electrical and Electronic Equipment (WEEE) Directive. It requires producers of electrical and electronic equipment to finance the takeback and recycling of products placed on the EU market after August 13, 2005. Therefore, Verifone products are labeled with the crossed-out "wheelie-bin" symbol, indicating to end users that they should separate the product from other waste at end of life.





# Our **Dedication** to the Planet

## Key Accomplishments

There's no escaping the environment in which we all live and work. We are committed to evaluating our current progress, creating future goals and assigning actions.

Some of our work in this area includes the following:

**Minimize Impact**  
**Enhance Efficiency**  
**Mindful Progress**



# Minimize Impact

When opening or relocating offices, we furnish the new space with our used furniture when practical. We only dispose of furniture when it's exceeded its useful life.

We're increasing paper recycling in our offices while reducing the use of plastic cutlery and cups in our food-vending areas and cafeterias. Starting in the U.S., we're phasing out the use of plasticware and Styrofoam and paper cups in favor of materials more easily recycled, including metal utensils and cups made from glass.

In a global commitment, we are tracking the usage of printers, allowing us to identify excessive users and take corrective actions like removing printers from offices. We're also setting printers for black-and-white copies only, eliminating the environmental costs of color printing.





# Enhance Efficiency

We embrace the industry practice of using highly efficient LED lighting in our offices and other facilities. The switch to LED lighting in a data center in Clearwater, Florida, helped reduce energy bills in the facility by one-third.

We recycle laptops and desktops in relationships through third-party contractors with track records of responsibly destroying hard drives and recycling components of the devices.

We relocated our Istanbul office to a top-rated Platinum LEED-certified facility, as an illustration of our determination to seek environmentally friendly space as we evaluate our future office needs. The move demonstrates our commitment to reducing energy costs, lowering carbon emissions and providing our employees with a healthier environment.



# Mindful Progress

One of our key considerations when selecting new office locations is the convenience for our employees, customers and other visitors. We put offices near public transportation when possible. Not only does the commitment improve daily lives, but it also cuts fuel consumption and emissions from vehicles and reduces the need for parking spaces.

We're designing some devices with replaceable batteries. Allowing customers to replace a battery instead of the device itself extends the life of our products and reduces waste.

As we strive to do our part to reduce greenhouse gasses, we have begun collecting data related to direct and indirect CO2 emissions by our operations. Similarly, we're tracking the percentage of our energy contracts reliant upon renewable resources. We're early in the process – the contracts for two of our nearly 80 sites draw energy from wind generation – and we're committed to seeking highly sustainable energy contracts in the future.





# Principles

Honest, ethical behavior drives our business conduct and expectations, of employees, partners and suppliers.



# Our Commitment to Principle

## Ethical Principles in Practice

Our core business is engineered for easy – we simplify the complex for those we serve. We take a similar approach to the design of how we work. It's simple: We are committed to honesty, integrity and ethical behavior in all of our dealings. That approach is the bedrock of our corporate social responsibility.

We expect our employees, partners and suppliers to uphold the highest standards of ethical conduct, complying with applicable laws and regulations. No monetary gain or profit should ever compromise the ethical principles of Verifone, its partners or suppliers.

# All partners

in manufacturing are members of Responsible Business Alliance.

# 100% trained

in Sustainable Principles for procurement team.

# 376 products

were analyzed for supply chain conflict minerals risk.



# Our Responsibility to Principles

Our code of conduct is critical to Verifone's governance program. It encompasses all of our efforts to ensure ethical conduct in every facet of our business. It is more than a promise – it's an interconnected series of actions that demonstrate how we operate every day, everywhere we are in the world. In particular:

## **Policies Codified**

Our employee handbook outlines the ethical expectations of every employee when they start at Verifone. We publish for our workforce frequently asked questions about the ethical expectations of those who work for us and outline our social and environmental responsibilities.

## **Forums and Discussion**

We regularly discuss code of conduct during our regular "Let's Talk Values" sessions, a combination of remote and live training, along with lunch-and-learn sessions to inform our associates about their responsibilities for conducting themselves ethically.

## **Training**

We reinforce the functional procedures, terms and conditions that emphasize fair and honest dealings with those we serve. We use a combination of onboarding for new employees and continuing education for our retained workforce.

## **Suppliers**

We demand our vendors conduct themselves ethically, and our Supplier Code of Conduct explains our expectations. We have strengthened our Know Your Customer program, designed to detect corruption, money laundering and other illegal and unethical dealings.

## **Compliance**

Verifone complies with multiple laws, regulations and international conventions related to ethical, honest and fair dealings.

## **Compliance Communications**

The compliance page on our company's intranet is another source of up-to-date information, and it provides a hotline for employees to report possible compliance violations. In addition, we share our values and new information with a quarterly compliance newsletter and emails from senior leadership.

## **Know Your Customer (KYC)**

Verifone's Know Your Customer program enables our sales teams to screen and assess the conduct of potential customers in terms of governance and compliance with ethical practices. Where and when Verifone acts as an acquirer and participating in the flow of funds, merchants first must go through a KYC underwriting process, during which the merchant provides incorporation and business documentation. Separately, a third party conducts due diligence to assess the risk of money laundering in Verifone's transactions with customers, especially in high-risk countries.



# Our **Responsibility** to Principles

## Conflicts of Interest and Fair Dealing

Our success is based on the quality of our robust products and services. We strive to conduct business free from conflicts of interest or improper advantage in accordance with anti-trust and other laws. We expect the same behavior from our suppliers and partners and expect them to notify us of potential conflicts of interest.

We abide by laws in the United States and the European Union designed to stem the trade of conflict minerals – tin, tungsten, tantalum and gold - which are sometimes mined by forced labor and used to fund armed conflicts in the Democratic Republic of Congo and adjoining countries.

## Anti-Corruption and Anti-Bribery

Verifone is committed to complying with anti-corruption laws and regulations and international conventions, including the U.S. Foreign Corrupt Practices Act and the UK Bribery Act. By policy, we forbid the use of bribes or other means of obtaining an illegal or improper advantage in a governmental or business transaction. We expect our suppliers and partners to adhere to our efforts to conduct business ethically and eliminate bribery and corruption.





# Our **Responsibility** to Principles

## Intellectual Property, Cybersecurity and Data Privacy

Verifone takes seriously the **intellectual property, data and privacy rights** of others and we guard against their misuse. We expect our suppliers and partners to demonstrate the same respect and put in place protections for others' privacy rights.

We follow cybersecurity laws in the U.S. and European Union seeking to protect the privacy and security of sensitive personal information. This includes the GDPR Privacy Policy for UK and EEA. We work diligently to maintain organizational, technical and physical safeguards **designed to protect personal information.**

We guard against accidental, unlawful or unauthorized destruction, loss, alteration, access, disclosure or use of personal information.

Our privacy policy describes the type of personal information we collect or receive and how we use, share and protect personal information. The policy also explains how we use cookies and similar technologies, and it identifies the **rights and choices of individuals.**

We use information from customers, potential customers and users of our websites for legitimate business and commercial purposes, such as servicing accounts and developing new products and services.





# Our Responsibility to Principles

Our Supplier Code of Conduct clearly defines our expectations of vendors in four areas – business ethics, labor and human rights, health and safety and the environment. In all these areas, Verifone is proud of its solid reputation and expects suppliers to uphold the highest ethical standards.

We expect our suppliers to share in our commitment to fair labor practices and respect for human rights. These practices **respect applicable laws regarding wages, working hours and benefits**. Workers should be allowed to associate freely, form workers organizations and engage in activities respecting their freedoms.

We expect our suppliers to commit to a workplace free of harassment and discrimination. As defined by law, they should not make use of child labor and our suppliers shall not engage in forced labor, slavery or the trafficking of people.

A safe and healthy work environment minimizes the occurrence of work-related injuries and illnesses. We expect our suppliers to create safe workplaces by complying with applicable occupational health and safety requirements.

Suppliers should mitigate potential workplace hazards, identify potential emergencies and plan response strategies that minimize harm to people, the environment and property.

Verifone expects suppliers to safeguard machinery in the interest of minimizing harm and the risk of injuries to employees. Among other steps, we expect our partners to manage workers' exposure to heavy lifting, highly repetitive movements and other physical demands from work.

**Verifone recognizes that environmental responsibility is critical to producing world-class products.** We expect suppliers to comply with applicable environmental laws and regulations to minimize adverse effects on the community, environment and natural resources.

Suppliers shall follow all regulations for obtaining and abiding by environmental permits or registrations, as well as identifying and managing substances that pose damage or risk if released into the environment. Suppliers shall monitor, control and treat solid waste and wastewater before discharge or disposal, as required by regulations.

A water management program is required of suppliers to document, monitor, use and discharge water, with an aim to conserve resources and reduce the chance of contamination. Similarly, suppliers shall identify and responsibly control air emissions that pose an environmental risk.

Suppliers shall work to reduce or eliminate waste with a variety of steps, such as substituting materials and recycling. Energy consumption and relevant Scopes 1 and 2 greenhouse gasses are to be tracked by suppliers at the facility and/or corporate level.

To adhere to Verifone's code of conduct, suppliers shall implement and maintain a management system that facilitates improvements in compliance.



