

# Policy: Human Rights pledge

	Owned by	Par.	Reviewed by	Par.	Approved by	Par.
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1	JOHEY	Dec 3rd, 2021	New document

Human rights are the fundamental rights, freedoms and standards of treatment to which all people are entitled. Barco commits to manage and respect human rights in its own operations as well as in the value chain in accordance to the internationally recognized human rights contained in the following standards and conventions:

- The Universal Declaration of Human Rights
- The International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and the ILO eight fundamental labor conventions
- The UN Guiding Principles on Business and Human Rights
- The OECD Guidelines for Multinational Enterprises

At Barco we commit to:

- Respect internationally recognized human rights, both in our own operations and in our business relationships
- Comply with local laws and regulations. Where laws are silent as to protected human rights or run contrary to our human rights principles, we will work diligently to advance our values and commitment to respect human rights.
- Identify and assess our salient human rights issues
- Have an ongoing human rights due diligence process to avoid any violation of human rights or any adverse impact on or abuses of such rights
- Have effective grievance mechanisms for stakeholders who may be adversely impacted
- Provide for, or cooperate in, the remediation of adverse impacts when they occur
- Be transparent about how we fulfil our responsibility to respect human rights

Barco fulfils its commitment to respect human rights in relation to its key stakeholders – employees, suppliers and business partners – through specific policies and human rights due diligence processes. These can be found on the Barco website.

Our Chief Executive Officer's, who are also a member of our Board of Directors, approve this pledge. The oversight on this pledge is done through the companywide compliance management system. Board-level oversight is provided by the Audit Committee of Barco's Board of Directors. The information contained herein is subject to change without notice.

Charles Beauduin  
Chief Executive Officer

An Steegen  
Chief Executive Officer