

# Quotient's Global Commitment to Human Rights

July 1, 2019

Quotient is dedicated to the highest standard of respect for human rights by operating responsibly and sustainably globally. As a leading digital promotions, media and analytics company using proprietary data to deliver personalized digital coupons and ads to millions of shoppers daily, we have a responsibility to act as a steward of consumer data and information that we use to power our business. We work hard to make a positive impact on consumers' lives and operate around consumer data protection and privacy standards.

Building upon a foundation of integrity and ethical conduct, and with worldwide operations, we recognize the important role Quotient plays in global corporate social responsibility, protecting our employees, and respecting human rights, including those of our business partners, customers, and suppliers. Our customers include the largest Consumer Package Goods ("CPG") companies in the world, and our retail partners include some of the largest retailers across the United States within the grocery, drug, dollar, mass merchandising, and club verticals.

## Our Employees

Our talent is our most valuable asset, and we believe that our success is achieved by embracing a diverse set of ideas, perspectives, and backgrounds. We are proud to be a global company with a diverse workforce of over 900 employees with 300 of those employees located outside the United States. We support our employees and are committed to respecting their fundamental rights at work and providing safe, inclusive and healthy working conditions.

- We do not accept forced, indentured, or prison labor.
- We do not tolerate unlawful discrimination or harassment against anyone based on race, color, religion, gender, gender identity or expression, marital status, age, disability, veteran status, sexual orientation, national origin, citizenship, or other classification protected by applicable law.
- We comply with local minimum age laws and requirements and do not employ child labor.
- We protect our employees from harassment and any conduct that may foster an offensive or hostile work environment, including unwelcome or unsolicited sexual advances, threats of physical harm or violent behavior, and use of discriminatory slurs or inappropriate remarks or jokes.

We ensure awareness, understanding, and adherence to our Code of Business Conduct & Ethics and compliance program through training and provide a compliance hotline to ensure our employees have a safe and confidential channel to report concerns. We hold our leaders accountable to be ethical role models, and we expect them to take affirmative steps to influence their teams to adhere to our values and ethics.

It is our duty to promptly investigate any reports of harassment, discrimination, or workplace violence and take corrective action as needed. We don't tolerate retaliation for reporting a concern or allegation in good faith and retaliation may result in disciplinary action, including termination of employment or affiliation with Quotient.

We encourage employees who experience, observe, or are aware of harassment or a violation of our Code of Business Conduct & Ethics, to talk to their manager, a Human Resources representative, or submit a report using the Quotient Confidential Reporting Hotline (833) 550-0080 where the option exists to remain anonymous to the extent permitted by applicable law.

### **Our Business Partners and Suppliers**

As a company, we expect our global business partners and suppliers to share our commitment to ethical business practices. Quotient upholds standards that expect our business partners to treat their employees fairly in accordance with local laws and regulations regarding labor and employment.

As a technology company, data is a key element to our business and future growth. We work diligently to earn and maintain the trust of consumers, customers, employees, partners and others whose data we manage, and we hold vendors who process that data on our behalf to high standards. Our commitment to privacy is outlined in our Privacy Policy, available at <https://www.quotient.com/privacy-policy/>. If you have a privacy question or complaint, we encourage you to contact us through the channels outlined in the first section of the Policy.

### **Social Impact**

Quotient has had a long-standing tradition and culture of helping local communities and neighbors thrive through our company philanthropic program, The Power of We. The program's mission is to do good, give back, and change lives through the use of our time, talent, and technology.

Together we have fed families, built and renovated homes and playgrounds, helped children at local schools understand smart and sound financial decisions, and raised thousands in fundraising for local nonprofit groups.

We believe addressing human rights should be an ongoing focus and are committed to participating in initiatives to address shared challenges in four key areas: educational development, environmental conservation & protection, gender and diversity equality, and the elimination of poverty and hunger.

In addition to corporate sponsored events, and individual sponsorships, all employees are encouraged to take up to 24 hours per calendar year of paid time off to volunteer for causes that they are passionate about.