



Digital Media  
Solutions®

## Digital Media Solutions Human Rights Statement

Digital Media Solutions (“DMS”) is committed to upholding human rights for all people, as reflected in our Code of Conduct and Ethics and in our policies, practices and procedures. Respect is a core value in our Code of Conduct and respect for human rights is essential to the way we do business.

Human rights are rights inherent to all human beings, regardless of race, gender, gender identity, sexual preference, nationality, ethnicity, language, religion, or any other status, as described in the United Nations Universal Declaration of Human Rights, the UN Global Compact, the UN Guiding Principles on Business and Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.

Below are our policies and activities related to human rights as they affect our employees, suppliers, customers and business practices.

DMS:

- Complies with applicable laws and regulations intended to promote human rights;
- Promotes ethical business practices and has implemented measures to reduce the risk of corruption;
- Supports and values our diverse workforce, promotes equality of opportunity and treatment and does not tolerate any form of discrimination in access to employment, training or working conditions;
- Implements policies and procedures intended to protect the privacy and data security of our employees, suppliers and customers;
- Takes appropriate measures to avoid exploitation of people via forced labor, human trafficking and child labor;
- Supports remote work and other initiatives to promote greater environmental sustainability;
- Expects ethical behavior from our suppliers and does not tolerate or condone human rights abuses in our supply chain; and
- Expects our partners to share our commitments to human rights.

May 9, 2023