



Effective March 1, 2022

INTEGRAL AD SCIENCE HOLDING CORP. HUMAN RIGHTS POLICY

PURPOSE

Integral Ad Science Holding Corp. and its subsidiaries (the “Company”) is dedicated to conducting business with fairness, integrity, honesty, and ethics. The Company encourages behavior that will maintain the public’s confidence and trust in its operations.

PRIORITIZING RESPONSIBLE BUSINESS

Integral Ad Science is committed to upholding and respecting human rights by conducting business in an ethical and responsible manner. We are unable to fulfill our core values of accountability, doing the right thing, having a bias for action, working as One Team, responsibly innovating, and being customer obsessed unless we ensure these rights are being respected and protected through our operations.

OVERVIEW OF POLICY

This Policy applies to all directors, officers, employees, independent contractors and consultants of the Company (“Covered Persons”).

In line with the UN Guiding Principles on Business and Human Rights, we base our human rights policy commitment on the [International Bill of Human Rights](#) (consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) and the principles concerning fundamental rights set out in the [International Labour Organization’s Declaration on Fundamental Principles and Rights at Work](#). We follow the [OECD Guidelines for Multinational Enterprises](#) and the [United Nations Global Compact](#). We are committed to respecting and promoting all internationally recognized human rights.

ANTI-DISCRIMINATION AND HARASSMENT

At every stage of the employee life cycle, we are committed to upholding standards of non-discrimination. Our Global Non-Discrimination Statement states, “Having a diverse workforce – made up of team members who bring a wide variety of skills, abilities, experiences, and perspectives – is essential to our success. We are committed to the principles of equal employment opportunity, diversity, inclusion, and respect. The Company will not tolerate discrimination and expressly prohibits any form of unlawful harassment based on race, color, national origin, religion, age, sex, sexual orientation, gender identity, disability, military service, genetic information, citizenship status, or any other characteristic protected by applicable federal, state or local law.”



The Company strives to:

- Provide equal employment opportunities to all applicants and employees.
- Maintain workplaces free from harassment or discrimination toward employees, applicants for employment, customers, or any other individuals who visit or conduct business with The Company or its suppliers.
- Provide reasonable accommodations to a qualified employee or applicant with a disability, to a pregnant employee or applicant, or to an employee or applicant for their sincerely held religious beliefs or practices, where the reasonable accommodation would enable the employee or applicant to perform the essential functions of their job or to have an equal opportunity to be considered for a job.

GLOBAL OPERATIONS

We are a global company operating under a range of socioeconomic, political, and geographic conditions. We are committed to being a responsible corporate global citizen and promoting human rights where conditions may present an adverse impact on them. We also strive to be contributing members of the local communities we do business in.

CHILD LABOR

The Company is committed to the abolition of child labor within its sphere of influence. To that end, The Company, its employees, and its suppliers must prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

FORCED LABOR

The Company must not use, be knowingly complicit in, or knowingly benefit from the use of forced or involuntary labor, whether bonded, imprisoned, or indentured, including debt servitude and human trafficking. The Company requests that all members of a supplier's workforce understand the terms of their employment.

FAIR COMPENSATION

The Company must compensate employees equitably and competitively relative to the industry and labor market and in accordance with the terms of applicable collective bargaining agreements. The Company must comply with applicable minimum wage, wage payment, work hours, overtime, and benefits.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

We respect the principles of freedom of association and collective bargaining. We respect the right of all employees to choose, voluntarily and free from coercion, whether to bargain collectively and seek representation by third parties, including trade unions, or to refrain from doing so. We are committed to creating a culture of openness and employee involvement in all of the locations in which we operate.



DIVERSITY, EQUITY, AND INCLUSION

“We Are One Team” is our company's value and commitment to creating an environment where everyone is empowered to bring their authentic selves to work. Our diverse backgrounds, perspectives, and life experiences create our unique team and fuel our innovation. We execute on our diversity, equity, and inclusion (DEI) goals through numerous programs, including our employee resource groups, an employee-led DEI council, benefits, and more. Our values guide us — we live them every day, measure our success, and continuously evolve.

SAFE AND HEALTHY WORKPLACE

The Company's dedication to health and safety is a fundamental value; our efforts to ensure a healthy and safe workplace reinforces our commitment to human rights. The Company, and its employees, strive to:

- Operate all aspects of business in a manner that protects the safety and health of employees, contractors, customers, and the general public.
- Provide and use the resources needed to maintain safe and healthy workplaces.
 - Identify and take reasonable measures to eliminate or mitigate potential workplace hazards.
 - Provide safety information to all employees to educate, train, and protect them from workplace safety hazards.
- Ensure all employees are trained and empowered to stop work anytime unsafe conditions or behaviors are observed until the job can be completed safely.
- Take action to prevent acts of violence, threats, and physical intimidation in the workplace.

IMPLEMENTATION

The Company is in the business of providing trust, transparency, and accountability for its customers. Likewise, The Company leverages these values in its commitment to human rights. IAs and its employees must abide by The Company Code of Business Conduct, our foundation for making effective, ethical business decisions and for identifying situations that may raise legal and ethical issues.

TRANSPARENCY AND GOVERNANCE

The Company seeks to identify, manage, and prevent violations of this policy. Anyone can report a human rights concern through the options listed below:



- Management
- Leadership
- Human Resources
- The Whistle Blower Hotline (integralads.ethicspoint.com)
- Legal Department

The Company must take any report concerning human rights seriously, no matter how the report is received. Our procedures are designed to promptly review and resolve each issue, as well as routinely monitor and report as necessary. Should we identify adverse human rights impacts resulting from our business activities, The Company is committed to the mitigation or fair and equitable remediation of those adverse impacts.