

Human Rights Policy

PURPOSE

Digimarc is committed to respecting human rights. We respect human rights by seeking to avoid infringing on any person's rights and helping to address adverse human rights impacts with which we are involved. Digimarc also commits to promoting human rights. We do this by harnessing the beneficial power of technology to help realize and sustain human rights everywhere. We expect employees, partners, suppliers, and customers to share this commitment to ensure that information technology and our business respect and promote human rights.

Foundational Principles

We base our approach to human rights issues on:

- 1. The power of technology to promote human rights:** Technology is increasingly an essential gateway to the enjoyment of human rights everywhere. Governments, civil society, businesses, and individuals are responsible for applying the power of technology to enable all individuals to achieve their full potential and protect their human rights. We are committed to driving technology forward without leaving anyone behind.
- 2. Good governance and the rule of law:** Digimarc supports human rights by promoting good governance and the rule of law around the world. Advancing good governance and the rule of law is an essential aspect of corporate responsibility. Both are vitally important to human rights.

Key Areas Of Impact

Digimarc can best meet its responsibility to respect human rights through our work in three key areas:

- 1. Our partnerships:** We are strongest when we work together, so partnerships and multi-stakeholder collaborations are at the heart of our efforts.
- 2. Our employees:** We respect the rights of our employees. Digimarc policies that incorporate these protections include our Equal Employment Opportunity Policy, Anti-Discrimination and Harassment Policy, and our Code of Business Conduct. These policies are complemented by a full range of programs that support the well-being of our employees and their family members, including employee benefits focused on health, personal wellness, parental leave, diversity and inclusion, and education.
- 3. Our suppliers:** Our human rights commitment extends to our suppliers. All Digimarc suppliers must agree to and abide by our Vendor Code of Conduct, which protects workers' rights by setting transparent, ethical business practices, employment practices, and compliance with environmental and worker safety requirements.

Operational Principles

We work to meet our responsibilities to respect human rights by:

1. Embedding respect for human rights throughout Digimarc;
2. Clearly stating our human rights policies and advancing these policies through our business operations, practices and programs;

3. Conducting due diligence to proactively identify and address human rights risks in our operations, supply chains and business relationships;
4. Proactively engaging directly with stakeholders and rights holders to obtain input to help evolve our approach over time;
5. Communicating annually on the work we are doing to meet our human rights responsibilities through our annual reporting and other channels;
6. Ensuring accountability by providing effective grievance mechanisms and access to remedy in situations where Digimarc may have caused or contributed to an adverse human rights impact; and,
7. Regularly reviewing and updating our policies, processes and management systems to respond to evolving best practices and stakeholders' needs.

