



March 2026

GS1 Global Office: Gender Equality Plan (GEP)

Purpose

At GS1 Global Office (GO), gender equality is a core enabler of our culture, performance, and global credibility. We are committed to fostering a workplace where all individuals are treated fairly, have equal access to opportunities, and are supported to succeed and thrive.

This Gender Equality Plan (GEP) defines our approach and policies to embedding fairness, equity, and inclusion across the employee lifecycle, aligned with our *One GS1* vision and values.

For the purposes of these principles, gender equality refers to the fair treatment, access, and advancement of all individuals, inclusive of gender identity and expression.

Scope

This plan applies to all GS1 Global Office employees and guides decision-making by the Leadership Team (LT) and People & Culture team across:

- Compensation & benefits
- Talent management and mobility
- Employee experience and culture

These policies are designed to be applied globally, while recognising and complying with applicable local laws and regulations across jurisdictions where GS1 operates.

Our principles

1. Fair & Equitable Compensation

We are committed to ensuring that all employees are compensated fairly, regardless of gender.

We support this commitment through:

- Regular benchmarking against external market data
- Ongoing analysis of pay equity, including gender pay gap reviews
- Timely and appropriate action to address identified disparities
- Clear and consistent compensation structures aligned to role scope and responsibility

2. Transparency & Pay Integrity

We promote transparency and integrity in our compensation practices to build trust and accountability.

This includes:

- Clear communication of our compensation philosophy and approach
 - Defined salary ranges aligned to market benchmarks
 - Compliance with applicable pay transparency requirements
 - Objective, consistent and well documented decision-making processes
 - Periodic internal review and reporting on pay equity outcomes
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3. Equal Opportunities & Mobility

We are committed to providing equal access to career development, progression, and global opportunities.

- Gender-neutral and structured processes for hiring, promotion, and internal mobility
 - Consistent and objective criteria for role evaluation and selection
 - Equitable access to international assignments and mobility opportunities
 - Ongoing monitoring of talent pipelines to identify and address potential imbalances
 - Practices designed to mitigate bias in recruitment, performance evaluation and promotion decisions
 - Promoting a healthy work life balance
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4. Inclusive Employee Experience & Culture

We foster a workplace where all employees feel valued, respected, and able to contribute fully.

We support this by:

- Promoting an inclusive and psychologically safe working environment
 - Organising trainings for staff in relation to diversity awareness, unconscious bias, combatting discrimination and harassment, promoting work life balance and psychological safety, as well as reinforcing our organisational culture
 - Ensuring leadership accountability in modelling inclusive behaviours
 - Regularly reviewing employee feedback to identify and address potential gaps
 - Targeted actions to strengthen inclusion across the organisation
 - Supporting flexible working arrangements, where appropriate
 - Considering inclusive practices across key life stages, including parental leave and return-to-work support
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5. Reporting & Protection

We are committed to maintaining a workplace where concerns can be raised safely and addressed appropriately.



We provide:

- Accessible and confidential channels for raising concerns, including through People & Culture and established ethics or compliance processes
 - Fair and timely review of concerns raised
 - A strict commitment to non-retaliation for individuals who raise concerns in good faith
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6. Governance & Accountability

- The Leadership Team is accountable for role-modelling and embedding these principles
 - People & Culture ensures implementation, monitoring, and continuous improvement and dedicates the necessary resources to the implementation of this action plan as part of the responsibilities of the VP Human Resources.
 - Collection and monitoring of data is in place through an HRIS which provides an up-to-date gender distribution view.
 - Regular reviews and reporting will support transparency and progress tracking
 - Leaders may be held accountable for progress through performance objectives and evaluation processes, where applicable
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Our Commitment

GS1 GO is committed to continuously strengthening gender equality through data-driven decisions, transparent practices, and inclusive leadership. We will regularly review our progress on this Gender Equality Plan and take action where needed to ensure that all employees have equal opportunities to succeed and thrive.

Nicole Colon

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