

March 2, 2023

Omnicom Human Rights Policy

What are human rights?

The United Nations defines human rights as:

“...rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.”¹

Additional human rights referenced by the UN include:

- The right to freedom of association and the right to collective bargaining, and
- The right to remuneration which provides all workers with fair wages and equal remuneration for equal work²

At Omnicom, we recognize that we have the power to create positive change in society. While we are not a company that manufactures products, we seek to be employers of choice and to provide a safe working environment.

According to the UN Office of the High Commissioner for Human Rights: “Universal human rights are often expressed and guaranteed by law, in the form of treaties, customary international law, general principles and other sources of international law.” At Omnicom, we are committed to respecting laws and regulations.

Omnicom is a signatory to the United Nation’s Global Compact, which commits us to “supporting and respecting the protection of internationally proclaimed human rights and making sure that we are not complicit in human rights abuses.” As signatories, we are also committed to “the elimination of discrimination in respect of employment and occupation.”

Our Employees

We understand that our success depends upon our employees and their creativity and commitment. We pledge to respect the human rights of our employees including the right to be hired and promoted based on their qualifications and merit. We will not tolerate unlawful discrimination against employees or job applicants based on race, religion, sex, national origin, age, disability, sexual orientation, gender identity and/or expression, pregnancy or any other status or condition. We strive to provide a safe and healthy work environment. We have a zero-tolerance policy for harassment and forced labor in our companies. Our companies do not hire children in violation of national law or human rights protocols. Omnicom and its companies will

not create barriers to freedom of association and the right to collective bargaining. We commit to training our employees on human rights issues.

Our Clients

We will recommend that our companies share our Human Rights Policy with their clients.

Our Suppliers

We are committed to working with our suppliers on human rights issues. We will create a Supplier Code of Conduct to address human rights in our supply chain.

Our Work with Non-profit Organizations that Promote Human Rights

Omnicom agencies often promote awareness and respect for human rights by offering services free of charge or for reduced fees to human rights, education-related, and environmental organizations. We describe these activities in our annual Corporate Responsibility Report.

Our Stakeholders

We are committed to engaging in dialogue with our stakeholders on human rights issues. We pledge to listen and learn in ways that enhance our observance of human rights.

Management Systems

To promote the adoption of our Human Rights Policy, Omnicom will:

- Publish its Human Rights Policy
- Translate the Human Rights Policy into relevant languages where we have operations
- Conduct training on human rights issues for employees
- Assign a corporate officer to be the point person on human rights
- Set measurable goals for implementing the Human Rights Policy
- Designate a grievance mechanism for addressing human rights concerns
- Require all employees to follow relevant laws
- Review the Human Rights Policy on an annual basis
- Encourage our companies to include guidance on human rights issues which apply to the regions where they do business

Reporting Concerns

Omnicom employees, suppliers, and stakeholders should report any human rights concerns or questions by contacting us:

By phone:

1-800-306-7508 (Inside the United States)

1-212-415-3364 (Outside the United States)

This service is available 24/7 and allows you to remain anonymous, where permitted by law. Translation services are also available.

By mail:

Omnicom Group Inc.
280 Park Avenue
New York, New York 10017
Attention: General Counsel

Complaints may be made anonymously. No employee or supplier will suffer retaliation because of filing a concern.

Key Related Documents

Omnicom Code of Business Conduct
Omnicom 2021 Corporate Responsibility Report
Environmental Policy

¹ <http://www.un.org/en/sections/issues-depth/human-rights/>

² <http://www.ohchr.org/EN/ProfessionalInterest/Pages/CESCR.aspx>