SoftwareOne

GLOBAL MODERN SLAVERY STATEMENT 2024

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Introduction

As a responsible member of the global software industry, SoftwareOne is dedicated to upholding human rights, ethical business practices, and eradicating modern slavery and human trafficking from operations and global supply chains. This Modern Slavery Statement outlines our ongoing efforts to combat modern slavery and aligns with the values and commitments expressed in our publicly available Codes of Conduct.

Commitment to Human Rights and Global Frameworks

SoftwareOne is committed to upholding human rights and freedoms outlined in the UN Universal Declaration of Human Rights and other internationally recognized frameworks, including the UN Guiding Principles on Business and Human Rights.

SoftwareOne has and continues to implement measures such as training our employees on our Code of Conduct, applying a zero-tolerance approach when faced with Human Rights violations, enforcing a Code of Conduct for Partners, conducting risk mapping and due diligence on suppliers and organising communication campaigns on related topics.

SoftwareOne focuses on creating a fair and ethical working environment for our employees, partners and clients. The nature of our business, our goals and our policies on human rights impact how we monitor our supply chain. Our focus is directed at preventing modern slavery given that other declared human rights are not impacted by the software industry.

In 2024, SoftwareOne reviewed the risks its software and cloud partners pose against the UN Global Compact Industry Specific Risk Factors and concluded that there are no significant threats relating to these areas.

Our Supply Chain

SoftwareOne acknowledges the risks associated with modern slavery in complex global supply chains. SoftwareOne implements stringent processes to evaluate, monitor, and manage its suppliers' adherence to ethical standards. Due diligence assessments ensure that suppliers align with SoftwareOne's values and comply with anti-slavery and human trafficking laws.

The SoftwareOne Integrity Line is a dedicated reporting channel, designed for anyone associated with SoftwareOne to report discrepancies or concerns. It offers a secure, confidential, and anonymous platform to report misconduct and ethical supply chain concerns. In addition to the Integrity Line, SoftwareOne offers an external reporting telephone hotline open to external stakeholders. It offers multi-language support, is operational 24/7 and is toll-free for calls made within the country. For more information, please visit our website.

Third-Party Risk Management Programme

SoftwareOne has a robust Third-Party Risk Management Programme designed to identify and mitigate supply chain risks, including modern slavery. This process identifies suppliers that pose the highest risk based on factors such as location and industry. A questionnaire evaluates the supplier's compliance with various standards, including Data Protection, ESG, Risk, Compliance, Procurement, and Data Security. The questionnaire provides a comprehensive assessment of the

suppliers' practices, policies, controls, allowing for a consistent and objective evaluation of supplier risk. This programme encompasses:

> **Risk Assessment:** Regular assessments identify vulnerabilities, enabling prioritized actions to mitigate risks effectively.

> **Code of Conduct for Partners:** The SoftwareOne Code of Conduct for Partners explicitly prohibits forced labour, child labour, and any other form of modern slavery.

> **Due Diligence:** Due diligence is conducted on potential suppliers to evaluate their commitment to human rights and ethical practices.

Continuous Improvement and Training Commitment

SoftwareOne is committed to continuously improve its approach to combating modern slavery by:

> Regularly reviewing and updating procedures to align with evolving regulations, best practices and to ensure effective risk mitigation strategies are in place.

> Training and educating relevant personnel to raise awareness of modern slavery risks.

> Addressing modern slavery in our Code of Conduct to ensure that employees, partners, and our supply chain uphold the highest ethical standards and are protected from any forms of injustice.

Conclusion

SoftwareOne remains resolute in its commitment to combatting modern slavery and human trafficking and will persistently collaborate with our employees, suppliers, and stakeholders to uphold human rights and ethical standards across our global operations and supply chain.

Signed on behalf of SoftwareOne:

Brian Duffy, CEO

Brian Duffy

Brian Duffy (Jun 17, 2024 13:46 GMT+1)

Appendix: Overview of the Modern Slavery Legislation applicable to SoftwareOne

United Kingdom:

Modern Slavery Act 2015: This legislation requires businesses with an annual turnover exceeding GBP36 million to produce a modern slavery statement detailing the steps taken to prevent modern slavery in their operations and supply chains.

Australia

Modern Slavery Act 2018: Like the UK Act, it requires businesses with an annual turnover of AUD100 million or more to report on their efforts to address modern slavery risks in their operations and supply chains.

United States

Trafficking Victims Protection Reauthorization Act (TVPRA): Is a federal law aimed at preventing human trafficking and assisting victims. It includes provisions that address labour trafficking, sex trafficking, and protection for victims.

California Transparency in Supply Chains Act (SB 657): Requires certain companies doing business in California to disclose their efforts to eradicate slavery and human trafficking from their direct supply chains.

European Union

Directive 2011/36/EU: Sets out measures to prevent and combat trafficking in human beings, protecting victims' rights and prosecuting offenders.

EU Strategy towards the Eradication of Trafficking in Human Beings 2021-2025: Aims to prevent trafficking, protect victims, and support prosecutions.

Germany: The Act on Corporate Due Diligence Obligations in Supply Chains (the "Supply Chain Act") came into force on 1 January 2023. The law regulates the responsibility of German enterprises to respect human rights in global supply chains.

Canada

The Immigration and Refugee Protection Act: Addresses human trafficking through provisions concerning trafficking offenses, penalties, and support for victims.

The Victims Bill of Rights: Provides additional support and protection for victims of human trafficking.

International Frameworks

United Nations Guiding Principles on Business and Human Rights: Provides guidance for businesses on their responsibility to respect human rights, including issues related to modern slavery.

International Labour Organization (ILO) Conventions: Various conventions address forced labour, child labour, and human trafficking, including Convention 29 and Convention 182.