

## **Tricentis Group**

### **Modern Slavery Statement**

This statement sets out the Tricentis group's stance on modern slavery and human trafficking issues and how we address them in relation to our business and supply chains.

#### **Modern Slavery and Human Trafficking**

The statement has been drafted in compliance with the United Kingdom's Modern Slavery Act 2015. However, our organisation aims to address the risk of modern slavery and human trafficking not just in line with the Act but in their widest sense. Our policies are therefore aimed at any potential abuse of a person's freedom or rights in a work environment that could amount to slavery or servitude.

Tricentis is committed to the ongoing fight against slavery, servitude, human trafficking or compulsory labour both in relation to our business and our supply chain. We aim to act ethically in all our relationships (whether internal or in relation to third parties).

#### **Our business**

The Tricentis group specializes in software testing tools for enterprises. Head-quartered in Vienna, Austria, and Mountain View, California, the company was founded in 2007 and presently employs over 700 people worldwide. We are active in the Banking and Financial Services, Insurance, Healthcare, Airlines and Logistics, Telecom, Manufacturing, Retail, Utilities, and Public sectors.

Tricentis has locations in Austria, Germany, Switzerland, Belgium, the Netherlands, the United Kingdom, Poland, Denmark, Sweden, Hungary, USA, Australia, Singapore and India. We note that we do not operate in jurisdictions that are deemed to have a high risk of modern slavery attached to them generally (or at least in the specific context of our industry).

As at the date of this statement, we are not aware of any occurrences of modern slavery in our business. We are also not aware of any particular risk of modern slavery being associated with our core business sector or that our business is vulnerable to such risks.

#### **Our supply chain**

We are not aware of any instances of modern slavery in our supply chain and we have no indications that the supply chain is vulnerable to modern slavery. Being a software business, we do not procure raw materials or services from high risk jurisdictions.

The business' activities do occasionally involve outsourcing and the procurement of services from third party labour providers. We set out below how we make efforts to elicit compliance with our standards by such providers.

#### **Current policies and due diligence - suppliers**

The business is committed to continuously improve its third-party screening to ensure contractors and those in our supply chain comply both with our quality standards as well as with our values and ethics.

We have a zero-tolerance policy in relation to modern slavery and it is consequently our policy to discontinue the business relationship should a supplier be found to be involved in activities or processes that amount to modern slavery.

### **Current policies and procedures- individuals**

We have a number of policies and procedures which reflect our commitment to acting properly in all of our business relationships, and we ensure that we implement and enforce effective systems and controls.

We respect our employees' individual rights as well as applicable rights regarding worker representation and unionisation. Tricentis GmbH has established a workers' council, which guarantees employee co-determination.

The group has a Code of Conduct which includes the following section in relation to Human and Labor Rights:

*“At Tricentis it is our conviction that full respect for human and civil rights needs to be the utmost foundation of the society in general but also in corporate life. We clearly reject and do not tolerate any form of human trafficking, forced, compulsory or child or underage labor, discrimination based on race, color, religion, gender, age, origin, national origin, disability, sexual orientation or on any other reasons in any of its operations, facilities and supply chain. All employees must meet the minimum age requirement set by local law. We also do not tolerate any form of sexual harassment, insults, aggression, hurtful or indecent behavior. We comply with applicable labor laws and social legislation in every country we employ people. We are committed to providing equal opportunities and fair treatment for all employees worldwide in all employment-related decisions such as recruiting, promotion, training and development, compensation and termination.”*

Group employees as well as those engaged on a temporary or consultancy basis are required to comply with these policies.

The group's Compliance Officer has overall responsibility for overseeing implementation of our policies. She assesses the slavery and human trafficking report for risks on an annual basis.

### **Reporting and whistle blowing**

We encourage our employees to report any violation of the Tricentis Code of Conduct or other Tricentis policies to appropriate line managers who are not involved in the conduct in question.

We take pride in our internal culture of trust and confidence. Whistle blowers are assured of both anonymity and confidentiality. As is stated in our Code of Conduct, we will not tolerate any retaliation against good faith reports made by employees.

### **Continued monitoring**

We will continue to review risks and policies on a regular basis. This statement will be reviewed annually by our group's Compliance Officer.

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**Managing Directors of Tricentis GmbH**

**Date:** 22-Oct-2020      24-okt-2020