

Anti-Slavery and human trafficking Policy

At Bizagi we are committed to complying with the **UK Modern Slavery Act of 2015** and all global policies against slavery. We are committed to ensuring that our supply chain reflects Bizagi's values and respect for human rights and the environment. We support fundamental human rights for all people and expect our suppliers, customers and partners to do the same. They should all be committed to a workplace that is free from all forms of human trafficking, forced labour and unlawful child labour in their operations. If we determine there is a need to conduct an audit to confirm compliance with this requirement, we expect full and timely cooperation. We intend to remain vigilant in this area and will seek audits of our suppliers, partners, contractors where it is warranted.

1. POLICY STATEMENT

1.1. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

2. ABOUT THIS POLICY

2.1. The purpose of this policy is to:

- (a) set out our responsibilities, and of those working for and on our behalf, in observing and upholding our position on modern slavery and human trafficking; and
- (b) provide information to those working for and on our behalf on how to identify and report concerns regarding modern slavery and human trafficking.

2.2. We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the **Modern Slavery Act 2015 ("MSA")**. We consider this an extremely important issue, and we aspire to go beyond the requirements of the MSA, embedding the responsibility to respect human rights into our culture, in the hope that our transparent approach to combating modern slavery will serve as a model for others and drive-up standards across our sector. We intend to regularly review our practices to ensure that we adopt the best anti-slavery processes for our business. We endeavour to demonstrate our approach to tackling modern slavery to our clients and the public as a

whole. We expect the same high standards from all of our contractors, suppliers and other business partners.

- 2.3. This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.
- 2.4. This policy does not form part of any employee's contract of employment or the contract of any worker or self-employed contractor and we may amend it at any time.

3. RESPONSIBILITY FOR THE POLICY

- 3.1. Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy.
- 3.2. You are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries are encouraged and should be addressed to the VP, Human Resources.

4. COMPLIANCE WITH THE POLICY

- 4.1 You must ensure that you read, understand and comply with this policy.
- 4.2 The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.
- 4.3 You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.
- 4.4 If you believe or suspect a breach of this policy has occurred or that it may occur you must notify your manager or report it in accordance with our Whistleblowing Policy ([link](#)) as soon as possible.
- 4.5 If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your manager or the VP of Human Resources.
- 4.6 We aim to encourage openness and will support anyone who raises genuine concerns in

good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the VP of Human Resources immediately. If the matter is not remedied, and you are an employee, you should raise it formally through Spot: [link](#)

5. COMMUNICATION AND AWARENESS OF THIS POLICY

- 5.1. Awareness training of this policy, and on the risk our business faces from modern slavery in its supply chains, is included in the induction process for all individuals who work for us, and regular training will be provided as necessary.
- 5.2. Our commitment to addressing the issue of modern slavery in our business and supply chains should be communicated to all suppliers, contractors, and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

6. BREACHES OF THIS POLICY

- 6.1. Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
- 6.2. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.