



## **ICERTIS Inc.**

### **MODERN SLAVERY STATEMENT FOR FINANCIAL YEAR ENDED 31 December 2022 ISSUED PURSUANT TO SECTION 54 OF THE UK MODERN SLAVERY ACT 2015**

#### **ICERTIS' structure and business**

The ICERTIS Group of Companies (**ICERTIS**) is a global provider of a cloud-based contract management solutions for enterprises. We have over 1500 employees throughout North America, Europe, Asia and Australia.

The ultimate parent company of ICERTIS is Icertis Inc, which is headquartered in Bellevue, Washington, USA. ICERTIS has affiliate and subsidiary companies across North America, Europe, Asia, and Australia, including Icertis Group LTD in the UK.

ICERTIS is committed to practices to combat modern slavery and human trafficking in our supply chains or in any part of our business. Our values, policies and approach to doing business reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

#### **Our supply chain and associated risk**

ICERTIS's supply chain compliance programme is proportionate to and appropriate for our organisation's specific needs, risks, challenges. ICERTIS is not based or operating in an industry that poses a high risk for slavery and human trafficking. Nevertheless, we adopt a zero-tolerance approach to slavery and human trafficking. Our supply chains typically include: the routine purchase of fungible items and services including office supplies (e.g. paper, furniture, computers, copiers, printers); industrial supplies (e.g., cleaning materials); leasing of real estate for offices; rental equipment; market research and event organisation services; airline, hotel or other travel tickets and services; payroll, accounting, and insurance services, IT services to support our business (software support services, software implementation services,



software hosting services). For the most part, ICERTIS suppliers have a reputation in the business community for exemplary business practices and ethics and are located in countries which makes them subject to high disclosure and auditing and reporting standards and subject to oversight by well-regarded regulatory agencies.

### **Due diligence process for slavery and human trafficking and ensuring supplier adherence to our values**

Supply chain is handled in-house (it is not outsourced), giving ICERTIS the chance to better know our counter-parties and we have written contracts with suppliers providing for reasonable compensation and other terms.

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, we assess potential risk for new suppliers, and where appropriate, we involve the compliance function. We also have in place systems to protect whistle blowers. The aim is to allow the company to prevent violations, detect those that do occur and implement appropriate corrective action if such instance is uncovered.

### **Training**

Across the business, ICERTIS culture encourages ethical conduct and commitment to compliance with the law, as exemplified by our requirement for compliance training for all new employees.

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes ICERTIS' slavery and human trafficking statement for the financial year ending December 31, 2022.

Signed by:

A handwritten signature in black ink, appearing to read "Samir Bodas", is written over a light grey rectangular background.

Samir Bodas

CEO and Chairman of the Board, Icertis Inc

February 22, 2023