

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

Founded in 2007, the Tricentis group specializes in software testing tools for enterprises. We are active in the Banking and Financial Services, Insurance, Healthcare, Airlines and Logistics, Telecom, Manufacturing, Retail, Utilities, and Public sectors.

Tricentis has a global presence throughout North America, EMEA, and APAC. 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 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. Each supplier is screened against a database of people and organisations that appear on government sanctions lists or watchlists, are politically exposed persons (PEPs), are state-owned entities (SOEs), or have been identified by a reputable media source as presenting a risk.

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 sections in relation to Human and Labor Rights:

"Full compliance with the applicable laws of the countries in which we operate is a matter of course and goes without saying. Tricentis is fully committed to international standards such as the principles of the United Nations Global Compact and the documents it is based on, including the ILO's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, the UN Convention against Corruption, and the United Nations Universal Declaration of Human Rights."

"At Tricentis, it is our conviction that respect for human and civil rights needs to be the foundation of society in general – and of corporate life. We support the principles established under the United Nations Universal Declaration of Human Rights and do not knowingly conduct business with any individual or company that participates in the exploitation of children (including child labor), physical punishment, forced or prison labor, or human trafficking. As a company, we respect the rights of every individual and abide by the employment laws in the markets where we operate."

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. The compliance team 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.

This statement has been reviewed and approved by the managing directors of Tricentis GmbH, Nathalie Hütter and Johannes Kornitzer, on 16 June 2022.