

## STATEMENT AGAINST SLAVERY, FORCED LABOUR AND HUMAN TRAFFICKING

NAVEX Global, Inc. and its sister companies and subsidiaries, including GCS Compliance Services Europe Unlimited Company (trading as NAVEX Global), NAVEX Global UK Limited, Lockpath, Inc., WhistleB Whistleblowing Centre AB, Expolink Europe Limited, and Expolink Group Limited (collectively, “NAVEX”), offer this statement on slavery, forced labour, involuntary servitude, and human trafficking (together, “modern slavery”).

NAVEX is the world’s leading provider of integrated risk and compliance management software, delivering a suite of software-as-a-service solutions to more than 14,000 customers worldwide. As in all aspects of our operations, NAVEX is committed to doing business the right way. This commitment includes our unambiguous opposition to all forms of modern slavery.

Due to the nature of our services and established personnel processes, we assess the risk of modern slavery within our organisation to be low. Robust safeguards exist in our internal personnel practices, including our recruiting, hiring and onboarding processes. We also deploy focused, material employee trainings and guidance that reinforce our commitment to ethical business practices. All employees and stakeholders are encouraged to raise issues of suspected noncompliance through any of our available reporting channels, including our anonymous and confidential web-based reporting portal. Each of these items mitigates an already low risk of modern slavery in our organisation.

The risk of modern slavery in our supply chain is similarly assessed to be low. Our supply chain is limited to a small number of providers with minimal turnover. Each provider that supports our marketplace offerings is subject to ongoing oversight and risk mitigation that includes continuous monitoring for reputational risk. Likewise, each provider is subject to legally binding terms and conditions with NAVEX that include unqualified commitments to comply with all applicable laws.

Importantly, it is not just NAVEX’s own internal commitment that combats modern slavery. NAVEX provides software solutions to thousands of organisations throughout the world that are used to minimise the conditions under which modern slavery may occur. These marketplace offerings enable our customers to dynamically monitor and manage third-party and enterprise risks, analyse and report on sustainability initiatives, communicate their business ethics standards to employees through policy distribution and trainings, and receive reports of suspected noncompliance. In short, we provide these customers with the tools to operationalise their commitments to ethical business practices and combatting modern slavery.

Looking forward, we are committed to remaining vigilant in opposing modern slavery and will adapt our operations and procedures as necessary to do so, all while supporting similar efforts of thousands of organisations worldwide.

This statement is approved by and signed on behalf of our Board of Directors.

  
UD UD (Sep 29, 2021 12:44 PDT) Chief Executive Officer  
Bob Conlin  
CEO and Director