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Modern Slavery Act 2015
Modern Slavery and Human Trafficking Statement
Financial Year 1 October 2023 to 30 September 2024

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending **30 September 2024.**

This statement was approved and signed by the Board of Epicor Software (UK) Limited on **20 November 2024.**

Overview

We provide flexible, industry-specific software that is designed around the needs of our manufacturing, distribution, retail, and service industry customers. More than 50 years of experience with our customers' unique business processes and operational requirements is built into every solution-in the cloud, hosted, or on premises. We are part of the Epicor group of companies with employees worldwide and our parent company, Epicor Software Corporation, is located in the United States.

Risk Assessment

Epicor opposes slavery in all its forms and has zero tolerance to slavery and human trafficking. Epicor is committed to ensuring human rights are respected and slavery is not taking place within our operations and supply chains. Based upon a consideration of where we do business, our sector and supply chains, we believe the **risk of modern slavery or forced labour within our business or supply chains is very low**. However, should we identify any potential modern slavery or forced labour issues in our business or supply chain, we will investigate them and take appropriate action to address any identified concerns. All employees are expected to report any concerns as a matter of priority and may do so on a confidential and anonymous basis via Epicor's Compliance Ethics Hotline website or, alternatively, via Epicor's Compliance Ethics Hotline, the details of which are set out in Epicor's Global Whistle Blower Policy, accessible by all Epicor employees.

Policy on slavery and human trafficking

As a company we are aware that slavery and human trafficking, including servitude and forced labour exists in every region of the world and in all types of economy and industry and is a growing issue; however, we are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Global Anti-Slavery and Anti-Human Trafficking Statement reflects our commitment to use only legal and ethical business practices and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Training and Annual Review

To ensure a high level of understanding of the risks of modern slaver and human trafficking in our supply chain and our business, we have, this year, conducted awareness training to our US based procurement teams. The training will be repeated on an annual basis and our Global Anti-Slavery and Anti-Human Trafficking Statement and its effectiveness within our business and supply chain will be reviewed on an annual basis.

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Accountability

Our Global Anti-Slavery and Anti-Human Trafficking Statement is available to the public at https://www.epicor.com/en-au/company/compliance/ and internally to all employees, officers and directors via our internal Corporate Polices site. We require all employees, officers, directors and contractors, including temporary workers, and others that are subject to the direction of Epicor, to comply with our Global Anti-Slavery and Anti-Human Trafficking Statement which includes reference to Epicor's (and its third-party suppliers' and contractors') obligations under the Modern Slavery Act 2015.

As with all alleged violations pf policy, we investigate issues and take the appropriate action up to and including termination of employment and/or termination of agreements with suppliers and contractors.

Progress

We are proud of the steps we have taken in FY24 to combat slavery and human trafficking which steps include the following:

- the continued publication of our Global Anti-Modern Slavery and Anti-Human Trafficking Policy available at https://www.epicor.com/en-au/company/compliance/;
- a continued application of Epicor's Worldwide Code of Business Ethics and Conduct and Epicor's Global Whistle-Blower Policy; and
- the continued and extensive use of our third-party vendor management platform to allow consistent due diligence on critical suppliers across a range of issues including compliance with the suppliers' obligations under Modern Slavery legislation.

Further Steps

We intend to take the following further steps to combat slavery and human trafficking:

- continue to review our approach to Modern Slavery to evaluate the effectiveness of the approach and identify gaps;
- where necessary, make further improvements to our supplier screening process and risk-based assessment of vendors and suppliers; and
- through targeted communication and training, embed knowledge of the issues and risks around modern slavery and human trafficking to appropriate staff in all of our global affiliates.

Approved by:

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Richard Clark
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Richard Clark
Director of Epicor Software (UK) Limited