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# Omnissa's FY25 Statement Against Slavery and Human Trafficking

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| Revision Date: | April 10, 2025 |
| Owner: | Legal / Omnissa Sustainability Committee |
| Custodian: | Adrienne Heiskanen |
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## Overview

Omnissa believes in operating ethically, responsibly, and in alignment with its values. As referenced in its Business Conduct Guidelines, Partner and Supplier Codes of Conduct and its Global Human Rights Policy, Omnissa firmly supports and complies with anti-slavery and human trafficking laws in the countries in which it operates. Omnissa prohibits the use of threats, deception, forced or involuntary labor or servitude of any kind, including prison labor, child labor, slavery or human trafficking, in any part of our business or supply chain, together referenced herein as modern slavery throughout this statement.

## Scope

Omnissa, LLC is a U.S.-based software company with global operations providing business clients with end user computing and device management software and support services. Among other locations, Omnissa operates in Australia through its subsidiary Omnissa (Australia) Pty Ltd and in the United Kingdom through its subsidiary Omnissa (UK) Limited. This statement has been prepared in compliance with the Australian Commonwealth Modern Slavery Act 2018 and the UK Modern Slavery Act of 2015 to reference the fiscal year ending January 31, 2025. This statement addresses policies and procedures at a group level as compliance programming spans multiple jurisdictions based on Omnissa's business operations.

## Structure & Operations of Omnissa's Supply Chain

Omnissa is a software company and does not have physical manufacturing or assembly operations. Omnissa does purchase goods and services as part of its business operations. It also has sales and distribution relationships with vendors and distributors. Omnissa requires that its business partners, whether they are supplying Omnissa (products, goods or services) or selling Omnissa's software, comply with its Partner or Supplier Codes of Conduct, which expressly

forbid the use of slavery, forced labor, child labor, or any other illegal, unreasonable or unsafe workplace practices.

## Risks of Modern Slavery

Omnissa recognizes the harm caused by forced labor, human trafficking, slavery, and other illegal or unsafe workplace practices.

Given the nature of Omnissa's business, a substantial percentage of its employees are considered skilled labor. Omnissa also uses contract labor for some roles, either for temporary operations or under longer-term contracts. These contract labor resources are generally sourced from agencies that have been vetted by Omnissa and are required to comply with Omnissa's Supplier Code of Conduct.

Omnissa believes that the risk of modern slavery in its business operations and supply chain is low. The principal risk to Omnissa is that forced labor could occur somewhere in Omnissa's supply chain in violation of Omnissa's Partner or Supplier Codes of Conduct or policies without Omnissa's awareness.

## Actions Taken to Mitigate Modern Slavery

Omnissa requires that its employees and contingent labor abide by its policies and procedures, in addition to any laws, rules and regulations in the areas in which Omnissa operates. Specifically, Omnissa requires that all employees and contingent workers adhere to its Business Conduct Guidelines, Global Human Rights Policy, and other Human Resources and Legal policies addressing workplace rights and obligations as applicable. Omnissa only employs workers on a voluntary basis and verifies employment capability through right to work processes globally.

Omnissa requires that all organizations with a vendor, partner, sales, distribution, or supplier relationship with Omnissa abide by Omnissa's Partner or Supplier Codes of Conduct. Partners must maintain effective policies, documentation and business controls sufficient to prevent and detect unlawful conduct by their employees, agents, and business partners, including conduct related to human trafficking, child labor, and other human rights violations.

## Compliance Review & Ongoing Training

Employees and contingent workers must participate in business conduct and ethics training on a regular, ongoing basis to facilitate compliance. Both employees and contingent workers are held accountable for their behavior and are subject to disciplinary action should they fail to adhere to Omnissa's company standards.

Partners, or third parties engaged in the selling of Omnissa's products and services, must also complete required integrity and transparency training on an ongoing basis to remain in compliance with Omnissa's Partner Code of Conduct.

## Reporting Violations

Omnissa encourages anyone with good-faith concerns to speak up and report their concerns without fear of retaliation. Employees and contingent workers are encouraged to report any suspected violation of policies related to modern slavery, human trafficking and other labor or human rights violations through one of the many communications channels described in Omnissa's Global Reporting Concerns and Non-Retaliation Policy. Omnissa also maintains a reporting hotline enabling a reliable, accessible and confidential avenue for reporting concerns. Omnissa requires suppliers and business partners to offer reporting mechanisms without fear of retaliation.

## Approval

This Statement Against Slavery and Human Trafficking was approved by the Board of Directors of Omnissa (Australia) Pty Ltd and the Board of Directors of Omnissa (UK) Limited on April 14, 2025.



Signed For and on behalf of Omnissa (Australia) Pty Ltd
Brooks Beard
Director
April 15, 2025



Signed For and on behalf of Omnissa (UK) Limited
Brooks Beard
Director
April 15, 2025

For the Fiscal Year ending January 31, 2025.