

Omnissa FY26 Statement Against Slavery and Human Trafficking

Revision Date:	July 23, 2026			
Owner:	Legal / Omnissa Sustainability Committee			
Custodian:	Adrienne Heiskanen			
Data Classification:	☒ Public	☐ Confidential	☐ Private / Protected	☐ Restricted

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. 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 30, 2026. This statement addresses policies and procedures at a group level as compliance programming spans multiple jurisdictions based on the structure of our business operations.

Description of Omnissa’s structure, operations, activities and supply chains, including any organizations covered by this statement.

Organization and supply chain structure

Size	Omnissa has more than 4,000 employees and contractors worldwide and serves approximately 26,000 small, medium and large enterprise customers globally, including 7 of the top 10 Fortune 500 companies.		
Geographic Reach	Omnissa, LLC is headquartered in the USA. Omnissa operates through legal entities in the following locations. Not all the locations have designated offices. As a software company, Omnissa can accommodate remote employment. This statement specifically applies to Omnissa’s legal entities in the UK and Australia, has been prepared in consultation with those entities, and takes into account Omnissa’s global operations.		
	Americas	Europe, Mid. East and Africa	Asia / Pacific
	Mountain View, CA, USA	Cork, Ireland	Bangalore, India
	Atlanta, GA, USA	Sofia, Bulgaria	Chennai, India
	Canada	France	Tokyo, Japan
	Costa Rica	Germany	Australia
	Mexico	Italy	Singapore
		Netherlands	
		Spain	
		UK	
		Riyadh, KSA	
Business model	Omnissa develops and sells its software and services to customers through direct sales, partners, and distributors. Omnissa manages its own data centers in co-located facilities, but also utilizes cloud service providers, such as Amazon Web Services (AWS) and Microsoft Azure, to host some of its software.		
Value chain	Omnissa does not manufacture, assemble or distribute physical products, but it does purchase goods and services as part of its business operations. The company’s value chain includes utilizing third-party software and service providers to help manage different aspects of its operations. This third-party software includes Salesforce for customer relationship management, Oracle for accounting, Microsoft for office software, Workday for HR management, and Atlassian for productivity software, among other vendors. Third party service providers include KPMG for accounting and tax advisory, corporate		

attorneys and corporate compliance firms, external audit firms, and other consultant or advisory services. Omnissa also uses and has used contractors in some of its IT and operational development and operations.

Omnissa is committed to building a resilient, ethical, and sustainable supply chain that reflects our corporate values and supports responsible growth. As part of our broader sustainability strategy, Omnissa has established clear expectations for suppliers, partners, and third-party service providers to promote consistent adherence to legal, ethical, human rights, environmental, and data protection standards. Omnissa suppliers are required to adhere to our [Supplier Code of Conduct](#), which requires that suppliers:

- comply with global export, trade, antitrust, anti-corruption, and privacy regulations
- uphold human rights and fair labor practices, prohibiting forced labor, child labor, human trafficking and discrimination, while complying with wage laws, working hour limits and employee freedom of association
- provide safe working environments
- protect data, customer privacy and intellectual property to safeguard the confidentiality, integrity and security of data
- design with accessibility and inclusivity in mind
- comply with environmental regulations, address environmental risks and impact, address energy use and GHG emissions, and manage waste and water use.

The Omnissa [Partner Code of Conduct](#) reinforces those same core values across our partner network. Among other requirements, it mandates ethical operations, compliance with global laws, responsible business practices, financial integrity, accurate record-keeping, and respect for human rights, all essential to building trust in our platform and delivering value to our customers

By holding suppliers and partners to the same principles of integrity, accountability, and responsibility that guide our own operations, we strengthen trust and reinforce a sustainable business model that better serves our customers and other stakeholders.

Labor Supply Chain Structure

Omnissa became an independent company in July 2024 after being divested from Broadcom/VMware and being purchased by private equity firm KKR. It was formerly VMware's end-user computing division. When Omnissa became an independent company, its initial roster of employees primarily included employees from Broadcom/VMware. Since becoming independent, Omnissa sources labor through direct hiring, select recruitment/staffing agencies,

and contract/outsourced worker engagements through third-party vendors. Most positions at Omnissa are professional in nature.

Modern slavery risk management governance

Within Omnissa, the People Experience, Legal, and Corporate Compliance functions are all responsible for facilitating compliance and mitigating risk. Each employee and contractor is responsible for complying with Omnissa policies and the law. Within Omnissa's supply chain, our Legal, Strategic Sourcing, and Partner teams help to drive compliance with specified Omnissa policies and codes of conduct among suppliers and partners. Omnissa's Legal and Sustainability teams also subscribe to updates from government entities and other sustainability sources and review relevant government websites for the latest guidance and applicable information, including those related to Modern Slavery.

Stakeholder engagement

Omnissa engages directly with its partners and suppliers to enforce compliance with its Partner and Supplier Codes of Conduct, which prohibit any kind of forced labor, child labor, human trafficking, slavery and other illegal or unsafe work practices. Omnissa relies on the statements from and signed agreements with its partners and suppliers.

Continuous improvement

Omnissa has enhanced its statement to reflect updates in the guidance and requirements published by the UK and Australian governmental authorities. Omnissa aims to further improve its knowledge of Modern Slavery beyond Tier 1 suppliers by reviewing the modern slavery statements of its largest suppliers going forward.

Description of Omnissa policies in relation to modern slavery, forced labor and child labor

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 sourced from

agencies that have been generally vetted by Omnissa and are required to comply with Omnissa's Supplier Code of Conduct.

Omnissa's preliminary, qualitative view is that the inherent risk of modern slavery in its business operations and tier 1 supply chain is relatively low given its software and services-based model, though a formal risk assessment has not yet been conducted.

Internal operating policies

Policies that are relevant to Modern Slavery include:

Business Conduct Guidelines	Omnissa's Business Conduct Guidelines ("BCG") reflect the company's commitment to honest and ethical conduct and outline the requirements for prompt internal reporting of any violations of the BCG or the law.
Partner Code of Conduct	Omnissa's Partner Code of Conduct includes provisions on human rights, labor laws and fair labor practices. We require all partners and each of their suppliers to comply with international principles relating to human rights, including but not limited to the Trafficking Victims Protection Act and the UK Modern Slavery Act of 2015.
Supplier Code of Conduct	Suppliers must agree to abide by the Supplier Code of Conduct as a condition of being a vendor to Omnissa. When the Code of Conduct is updated, vendors are notified and sent a copy for review and confirmation of adherence. The Supplier Code of Conduct requires that suppliers: • Observe and comply with international principles relating to human rights, including but not limited to the Trafficking Victims Protection Act of 2020 and the UK Modern Slavery Act of 2015. • Treat all employees with respect and dignity. • Respect and safeguard each individual's privacy and rights. • Prohibit violent behavior, including mental cruelty, harassment, discrimination, any unwelcome gestures, language, or physical contact, verbal abuse, or gender-based violence. • Ensure voluntary employment and prohibit use of forced or involuntary labor of any type, including support for any form of human trafficking of involuntary labor through threat, force, fraudulent claims, or other coercive means. • Not require workers to lodge "deposits" or their identity papers (government-issued identification, passports, or work permits) with their employer and make sure all workers are free to resign their

	employment in accordance with local and national laws or regulations without penalty. • Observe and comply with local law requirements governing maximum work hours. • Prohibit the use of child labor. No person under the age of 15 (or under 14 where permitted by local law) may be employed by Supplier. Workers under the age of 18 may not engage in or perform work likely to jeopardize their health or safety.
Global Human Rights Policy	The Omnissa Human Rights Policy prohibits the use of forced labor of any kind. The policy was developed in compliance with the UK's Modern Slavery Act of 2015, Australia's Modern Slavery Act of 2018, and the US Frederick Douglass Trafficking Victims Prevention and Protection Reauthorization Act of 2023. This policy includes sections on workplace practices, forced labor, child labor, fairness & opportunity, workplace safety, freedom of association, and partner/supplier expectations.
Respectful Workplace Policy	A respectful workplace is free from all forms of discrimination, bullying, harassment, reprisal, or retaliation. This policy reinforces that standard.
Preventing Violence in the Workplace Policy	This policy prohibits direct or indirect threats of violence, intimidation, coercion, or other physical restraint.
Reporting Concerns & Non-Retaliation Policy	Omnissa prohibits retaliation against any person who reports a concern about conduct that they suspect is improper, unethical or a violation of Omnissa's Business Conduct Guidelines, Omnissa policies, or applicable laws or regulations.
Trade Compliance Policy	This policy is to ensure the Company complies with all applicable Trade Laws in the jurisdictions in which it operates.
Health & Safety Policy	Omnissa is committed to the continual improvement of its health and safety culture and will ensure that employees are expected to take ownership of their safety and are encouraged and empowered to report any concerns to our Workplace Team, Company leadership, or their managers.

These policies are updated as needed and are reviewed at least once per year.

International standards

In preparing its Human Rights Policy, Omnissa reviewed and considered several global standards, including but not limited to:

- United Nations Guiding Principles on Business and Human Rights
- International Bill of Human Rights, which includes
 - United Nations Universal Declaration of Human Rights
 - International Covenant on Economic, Social and Cultural Rights
 - International Covenant on Civil and Political Rights
- OECD Guidelines for Multinational Enterprises on Responsible Business Conduct
- ILO Declaration on Fundamental Principles and Rights at Work

Stakeholder engagement

Our internal operating policies listed above have developed over time and take governmental agency guidance into account as it evolves. Some policies have also been updated with customer, partner and employee expectations in mind, with the goal of holding ourselves to the highest standards of ethical conduct. Omnissa considers partners and suppliers, customers, employees, and regulatory agencies its primary stakeholders.

Communication and enforcement

Omnissa policies are communicated to employees at time of onboarding. Compliance training is reinforced annually through mandatory refresher training. Compliance training does not currently cover this policy, but this policy is available to personnel through Omnissa's corporate intranet.

For partners and suppliers, adherence to our Partner or Supplier Codes of Conduct is required as a condition of entering into a supplier or partner relationship. Omnissa notifies its partners or suppliers when a new version is adopted and requests adherence to the updated version. The Partner and Supplier Codes of Conduct, as well as Omnissa's Human Rights policy and Modern Slavery statements are posted publicly on our website.

Supplier's Policies

As a customer, Omnissa requires its suppliers to adhere to its Supplier Code of Conduct. Many of our suppliers have similar policies themselves, created with similar standards of ethical conduct. Similarly, many of our customers have similar Supplier Codes of Conduct by which Omnissa must abide in order to transact with those customers. Omnissa Legal reviews the terms that our customers require to assess consistency with our ethical requirements and behavioral expectations.

Purchasing Policy Improvements

Omnissa continues to strengthen its responsible purchasing practices to mitigate potential modern slavery risks within its supply chain. During FY25, Omnissa launched its initial procurement processes, including our Supplier Code of Conduct. In FY26 we continued to reinforce contractual provisions requiring supplier adherence to the Supplier Code of Conduct and incorporated risk-based diligence into supplier selection and evaluation.

Looking ahead, Omnissa aims to further mature its purchasing practices by enhancing supplier risk segmentation with a focus on higher-risk geographies or services and exploring opportunities to incorporate third-party ESG and human rights data sources into supplier assessments.

Continuous Improvement

Since its formation as an independent entity in 2024, Omnissa has continued to mature its policy framework, transitioning from legacy policies to standalone Omnissa policies aligned with evolving regulatory and stakeholder expectations.

In FY26, Omnissa aligned its disclosures more closely with current UK and Australian government reporting guidance. Over the next year, Omnissa plans to incorporate references to Omnissa's Human Rights policy and Modern Slavery statements into the annual compliance training process.

A description of any risk management processes in place to assess and address the risk of modern slavery, forced labor and child labor practices in the reporting organization's supply chains.

Prevention and mitigation

Omnissa requires that its employees and contract 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 contract workers adhere to its Business Conduct Guidelines, Global Human Rights Policy, and other People Experience 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 where permissible.

Supplier and worker engagement

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.

Human rights due diligence approach

Omnissa's approach to managing risks related to modern slavery is embedded within its broader enterprise risk management frameworks. These processes are aligned with internationally recognized standards such as the UN Guiding Principles on Business and Human Rights and the OECD Due Diligence Guidance.

Omnissa's due diligence approach includes:

- **Risk identification:** evaluating supplier and partner risks through onboarding due diligence, contract requirements, and ongoing monitoring
- **Risk mitigation:** requiring adherence to Omnissa's Supplier and Partner Codes of Conduct and enforcing contractual obligations
- **Response mechanisms:** leveraging internal reporting channels and escalation procedures to investigate potential concerns

As a software and services-based organization, Omnissa recognizes that its primary exposure to modern slavery risks lies within extended supply chains and outsourced services. Accordingly, Omnissa continues to refine its due diligence efforts to improve visibility beyond direct suppliers over time but has not conducted a risk assessment to date.

Grievance mechanisms

Omnissa encourages anyone with good-faith concerns to speak up and report their concerns without fear of retaliation. Employees and contract 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.

Remediation policies and processes

Omnissa is committed to taking appropriate action if instances of modern slavery or related human rights violations are identified within its own operations or its supply chain. If a potential issue is reported or identified:

- The matter is investigated by appropriate internal teams, including Legal, Compliance, Procurement, or People Experience
- Omnissa engages with the relevant supplier or partner to assess the issue and determine appropriate corrective actions
- Remediation efforts may include requiring corrective action plans, enhanced monitoring, or, where necessary, termination of the relationship

Our approach to remediation is guided by a commitment to responsible business conduct and seeks to avoid unintended harm to affected workers, consistent with international best practices.

Incidents of modern slavery

During the reporting period, Omnissa is not aware of any incidents of modern slavery, forced labor, or child labor within its operations or direct supply chain. Omnissa recognizes that the absence of identified incidents does not equate to absence of risk. Omnissa continues to maintain its due diligence and reporting mechanisms in line with regulatory expectations.

Business model

Omnissa has considered the potential impact of its business model on modern slavery risks. As a software and services company, Omnissa does not manufacture physical goods and relies primarily on professional services, technology vendors, and cloud infrastructure providers. While this business model generally presents lower inherent risks compared to manufacturing-heavy industries, Omnissa acknowledges potential risks in:

- outsourced services and contract workforce arrangements
- downstream supply chains of technology providers
- global service delivery environments

Omnissa seeks to mitigate these risks through its procurement practices, supplier standards, and risk management processes.

Stakeholder engagement

Omnissa engages with a range of stakeholders to support its approach to addressing modern slavery risks, including:

- suppliers and partners, through contractual requirements and ongoing engagement
- employees, through training and reporting channels

- customers, whose expectations influence supplier and compliance standards
- government entities, who provide regulatory frameworks and publicly available guidance

As its program matures, Omnissa intends to explore broader engagement with industry groups, external resources, or others to enhance its understanding of emerging risks and best practices.

A description of the training provided to employees

Internal and external training

Employees and contract workers must participate in business conduct and ethics training on a regular, ongoing basis to facilitate compliance. Both employees and contract 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.

Training program materials

Omnissa delivers training through a combination of:

- mandatory compliance and ethics training modules
- onboarding materials for new employees and contractors
- periodic awareness communications

Training content includes guidance on ethical conduct, reporting concerns, and compliance with company policies.

Training package development

Training programs are developed internally by Omnissa's Legal, Compliance, and/or People Experience teams, drawing on established regulatory guidance and industry best practices. Where appropriate, Omnissa incorporates external guidance (such as governmental and international frameworks). The training is a combination of written, auditory and video training with some interactive elements to keep employees engaged. There is knowledge-checking as part of the training.

A description of how the organization assesses the effectiveness of the actions it has taken to prevent and respond to modern slavery, forced labor and child labor, and its due diligence processes

Goal Setting

Omnissa is committed to continuous improvement in identifying and mitigating modern slavery risks. Key focus areas include:

- enhancing supply chain transparency
- strengthening due diligence processes
- improving employee awareness

Key Performance Indicators

Thus far in its operating history, Omnissa has not been made aware of any incidents related to modern slavery. If there were such incidents, Omnissa would appropriately address them.

Omnissa maintains KPIs to track progress related to ethics and human rights in general. Indicative measures include:

- percentage of employees completing mandatory ethics and compliance training
- number of reported concerns related to ethical conduct
- % of partners who have agreed to abide by our Partner Code of Conduct.

These metrics will evolve as Omnissa's program continues to develop.

Monitoring and evaluation governance

Responsibility for monitoring effectiveness rests with Omnissa's Legal, Compliance, Procurement, and Sustainability functions, with oversight from senior leadership.

Use of data

Omnissa uses a combination of qualitative and quantitative inputs, including:

- supplier assessments
- compliance training completion data
- reports raised through internal reporting mechanisms

Stakeholder engagement

Internal cross-functional collaboration is central to Omnissa's monitoring efforts, and external stakeholder expectations continue to inform program development.

Continuous improvement

Omnissa will continue to develop its monitoring framework, including the possible implementation of KPIs and data collection processes.

Any other information the organization considers relevant

Year-on-year progress

FY26 represents continued progress toward establishing Omnissa's independent governance, policies, and risk management processes following its formation in 2024 (FY25). This year we have updated our reporting.

Challenges in responding to requirements

Key challenges include limited visibility beyond tier 1 suppliers. As a software company, the tier 2+ supplier categories that may implicate heightened inherent risk for Omnissa would be hardware manufacturers, data center operators and IT services in higher-risk geographies. Omnissa has not conducted a detailed review of its Tier 1 suppliers' Modern Slavery statements, but Omnissa plans to explore systematic review and monitoring of those statements for our largest suppliers as a means of gaining greater visibility into our Tier 2+ supply chain.

Additional information

Omnissa remains committed to strengthening its approach in line with evolving regulatory expectations and industry best practices and plans to continue to enhance transparency in future disclosures.

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 July 29, 2026.

Brooks Beard

Brooks Beard (Jul 30, 2026 15:41:20 PDT)

Signed For and on behalf of Omnissa (Australia) Pty Ltd
Brooks Beard
Director
Jul 30, 2026

Brooks Beard

Brooks Beard (Jul 30, 2026 15:41:20 PDT)

Signed For and on behalf of Omnissa (UK) Limited
Brooks Beard
Director
Jul 30, 2026

For the Fiscal Year ending January 30, 2026.