Moveworks

FY2025 Modern Slavery Act Statement

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1. Purpose and Scope:

This policy outlines Moveworks' commitment to preventing modern slavery and human trafficking in all aspects of our operations and supply chain. It applies to all employees, contractors, suppliers, and business partners.

2. Policy Statement

Moveworks prohibits trafficking in persons and slavery. Moveworks employees, contractors, subcontractors, vendors, suppliers, partners and others through whom Moveworks conducts business must not engage in any practice that constitutes trafficking in persons or slavery. This includes, but is not limited to, the following activities:

- Engaging in any form of trafficking in persons;
- Procuring commercial sex acts;
- Using forced labor in the performance of any work;
- Destroying, concealing, confiscating, or otherwise denying access by an individual to the individual's identity or immigration documents, such as passports or drivers' licenses, regardless of issuing authority;
- Using misleading or fraudulent practices during the recruitment of candidates or offering of employment/contract positions; such as failing to disclose, in a format and language accessible to the potential candidate, basic information or making material misrepresentations during the recruitment of candidates regarding the key terms and conditions, including wages and fringe benefits, the location of work, the living conditions, housing and associated costs (if provided by Moveworks), any significant cost to be charged to the candidate, and, if applicable, the hazardous nature of the work;
- Using recruiters that do not comply with local labor laws of the country in which the recruiting takes place;
- Charging applicants/candidates recruitment fees;
- If required by law or contract, failing to provide return transportation or failing to pay for the cost of return transportation upon the end of employment;
- If required by law or contract, failing to provide or arrange housing that meets the host country housing and safety standards; or
- If required by law or contract, failing to provide an employment contract, recruitment agreement, or other required work document in writing.

We will uphold the principles of the Modern Slavery Act 2015 and will expect our partners and suppliers to adhere to the same standards.

3. Responsibilities

Moveworks has undertaken actions and is committed to maintaining and improving its systems and processes, to eradicate human trafficking and slavery in its related hardware supply chain. Moveworks requires its direct hardware supply chain suppliers to observe all applicable laws and conduct business in an ethical and responsible manner. Moveworks has adopted the Electronic Industry Citizenship Coalition -EICC - Code of Conduct, which prohibits the use of forced, bonded, indentured or involuntary prison labor. Moveworks also has a Supplier Code of Conduct.

Moveworks continues to verify, evaluate, promote awareness about, and address risks associated with forced labor and human trafficking in its direct hardware supply chain.

- **Management:** Ensure the implementation and enforcement of this policy across all business operations.
- **Employees:** Report any suspected instances of modern slavery.
- **Suppliers and Partners:** Comply with our Supplier Code of Conduct and relevant policies.

4. Prevention Measures

Moveworks adopt a proactive approach to prevent modern slavery by:

- Incorporating anti-slavery clauses in supplier contracts.
- Conducting risk assessments for suppliers in higher-risk industries or geographies.
- Requiring suppliers to adhere to our Supplier Code of Conduct, which mandates compliance with international labor standards.

Evaluating and addressing supply chain risks: Moveworks has incorporated by reference the EICC Code of Conduct into its standard direct hardware supply chain supplier agreements. Moveworks also participates in industry efforts to increase awareness of human trafficking and to implement EICC programs.

Accountability standards: Moveworks upholds accountability standards and procedures for employees and direct hardware supply chain suppliers who fail to meet Moveworks's business conduct requirements.

5. Due Diligence

Moveworks make efforts to conduct due diligence through:

- Screening all new and existing suppliers using our Third-Party Risk Management (TPRM) platform.
- Evaluating supplier responses to modern slavery questionnaires.
- Engaging with suppliers in high-risk sectors to ensure compliance.

Auditing suppliers: Moveworks audits its direct hardware supply chain suppliers based on the EICC Code of Conduct and reviews the audit results for these suppliers.

Supplier certification: Moveworks has initiated a supplier certification process that requires direct hardware supply chain suppliers to certify to the best of their knowledge that the materials they incorporate into products were generated in compliance with applicable anti-slavery and human trafficking laws.

6. Monitoring and Assessment

Moveworks will take efforts to monitor and assess the effectiveness of this policy by:

- Conducting annual audits and reviews of our supply chain.
- Tracking compliance metrics and identifying areas for improvement.
- Reviewing incidents and outcomes to refine policies and practices.

7. Reporting Concerns

Moveworks encourage employees and partners to report any concerns or suspected instances of modern slavery through:

- Moveworks confidential reporting hotline.
- Direct communication with the Human Resources and Legal team.

All reports will be investigated promptly and treated with the utmost confidentiality.

8. Training and Awareness

Moveworks provides training on human trafficking and slavery issues to employees that directly manage the direct hardware supply chain. Investigations and Audits Moveworks will perform investigations and audits to verify that business is being conducted in compliance with this Policy. All Moveworks employees and third parties through whom Moveworks conducts business are required to fully and promptly cooperate with Moveworks' internal and external auditors and investigators, and must respond fully and truthfully to their questions, requests for information, and documents.

Any failure by an employee to completely cooperate, or any action to hinder an investigation or audit, including for example, hiding or destroying any information or documentation, providing false answers or false information, or deleting email or other documents, may be grounds for disciplinary action, up to and including termination, subject to applicable laws.

Moveworks provide trainings for all employees and key partners to:

- Recognize signs of modern slavery.
- Understand reporting procedures.
- Foster a culture of accountability and vigilance.

9. UK Modern Slavery Act Compliance

Moveworks is fully committed to compliance with the UK Modern Slavery Act 2015. We ensure that moving forward the following steps are implemented:

- Transparency in Supply Chain: Regular assessments of our supply chain for risks of slavery and human trafficking.
- High-Risk Supplier Engagement: Specific focus on suppliers operating in high-risk industries, with detailed questionnaires and audits.
- Supplier Code of Conduct: Integration of compliance requirements into our standard contractual terms, including adherence to labor rights and anti-slavery principles.
- Governance and Accountability: Senior management oversight of policy implementation and risk mitigation strategies.

Statement Publication: Moveworks has published its Modern Slavery Statement for the 2025 Financial Year in line with Section 54 of the Act at:

https://www.moveworks.com/content/dam/pdfs/legal/modern-slavery-act-statement-fy-2025.pdf.

10. Sustainable Procurement Process

Moveworks procurement process reflects its commitment to ethical sourcing and supplier engagement. Key aspects include:

- Supplier Compliance: All suppliers should comply with the International Labour Organization (ILO) principles regarding human rights and conditions of employment.
- Living Wage Commitment: Ensuring that all employees and contractors are paid a fair and sustainable wage, aligned with Living Wage Foundation standards where applicable.
- Risk Mitigation: Utilizing tools such as our Third-Party Risk Management (TPRM) platform to identify and address risks in our supply chain.
- Supplier Training: Engaging with suppliers to provide training and resources to enhance their understanding and compliance with modern slavery requirements.

11. Code of Conduct

Our Code of Conduct represents a cornerstone of our commitment to ethical behavior and responsibility across all areas of our business. Key principles include:

- Integrity and Transparency: All employees, partners, and suppliers are expected to act with integrity and adhere to the highest standards of ethical conduct.
- Responsible Business Practices: All stakeholders must ensure compliance with laws and regulations, particularly those related to modern slavery and human rights.

- Accountability: Annual reaffirmation of the Code of Conduct is required by all employees, contractors, and partners to reinforce its importance and relevance.
- Speak Up Culture: A "Speak Up" mechanism is available for reporting unethical practices confidentially, ensuring protection for whistleblowers.

12. Review and Continuous Improvement

This policy will be reviewed annually to ensure its effectiveness and alignment with best practices.

Updates will be made as necessary to address new risks or regulatory changes.

Approval

This policy has been approved by Moveworks leadership and reflects our commitment to ethical business practices.

Signed,
Bhavin Shah
CEO