

Regnology on Modern Slavery

Regnology Group (“**Regnology**”, “**we**”, “**our**”, “**us**”) is deeply committed to conducting its business ethically and responsibly. We recognize the importance of removing modern slavery and human trafficking risks and our responsibility in managing our operations and supply chains responsibly, to mitigate and where necessary remediate, such risks.

Regnology does not tolerate and strongly condemns, in any form or context, the use of servitude, child, forced or bonded labour, human trafficking, or slavery, in its operations in any region in which we operate, and in any part of our global supply chain.

We support and are fully committed to upholding the UN Guiding Principles on Business and Human Rights, the goals set by the UN Sustainable Development Goals, the principles of the UN Global Compact and the International Bill of Human Rights and those set out by the International Labour Organisation’s Declaration on Fundamental Principles and Rights at Work.

As a software-providing firm, we engage mainly with suppliers of IT services, business support and related services, marketing materials, and office maintenance supplies and services, all areas which do not fall in a high-risk area of potential human rights violation.

Our business

Regnology provides customers with software products and services in the areas of regulatory reporting, regulatory management, and supervisory technology.

Our achievements

1. Policies

- we have put in place policies that demonstrate our resolve to make sure that our supply chain and every aspect of our business organization are free from slavery and human trafficking.
- inclusion of modern slavery and general human rights elements into our internal Code of Conduct and enforcement of these principles through our Supplier Code of Conduct towards direct suppliers
- these Codes of Conduct and other policies such as e.g. on Procurement, Diversity & Inclusion, Health & Safety, Work Outside of Established Home Markets, Anti-Bribery and Anti-Corruption set standards designed to protect the health, safety, and treatment of workers, including the prohibition of any form of modern slavery
- in addition, the Codes provide links to policies and resources to help employees, partners, and suppliers to understand and acknowledge Regnology’s business values and responsibilities
- all our employees, partners, and suppliers are required to comply with the Code of Conduct in all countries where Regnology operates
- we continuously review and update all our policies

2. Third Party Due Diligence

- a new Know Your Business Partner and Know Your Supplier process and system commencing in 2023 and moving into 2024 was introduced, which aims to strengthen our

processes to identify, address, mitigate and monitor potential risks associated with our external business partners and suppliers

- implementation of a more in-depth due diligence process for higher-risk countries and customers is in place
- in the selection process of our key suppliers, human rights elements play an important role as part of our supplier risk assessment
- all new suppliers are asked to accept and comply with our Supplier Code of Conduct
- commenced the implementation of a new system to monitor key suppliers and customers

3. Training and Awareness

- continuously improve and provide our mandatory Code of Conduct online training for all employees which was updated in 2023 as per the latest regulatory and compliance requirements
- specific awareness training on Anti-Bribery and Anti-Corruption provided for user groups such as Management, Sales, and Account Management
- provision of a fully confidential whistleblowing system the “Regnology TrustLine” for reporting concerns on all subjects covered in our Code of Conduct including human rights
- every new employee has an understanding of our ethical values and principles set out in our Code of Conduct which needs to be signed on recruitment
- foster a positive culture of integrity and responsibility

4. Enforcement

- any violation of these standards by a supplier may result in contract termination
- any violation of these standards by an employee may result in disciplinary action, including termination of employment

Our Mission

Our mission is to maintain and enforce these principles and the overall compliance culture of integrity and responsibility.

Our aim is to further strengthen our policies and governance processes as well as focus on the implementation of, or alignment to, applicable regulations and national whistleblowing laws.

In addition to mandatory training, we continue to provide additional awareness training to selected employees and third parties.

We continue to review our human rights efforts, as well as best practices in the marketplace, to understand how we can further strengthen our commitments.

Another goal is to focus on our firm-wide and local CSR activities and on more transparency in the global supply chain.

Regnology Group’s slavery and human trafficking statement for the financial year ending 31 December 2023 is approved and owned by Regnology’s CEO and leadership team and is made pursuant to section 54(1) of the UK Modern Slavery Act 2015.