Regnology on Modern Slavery

We are aware that **human rights** violations and **modern slavery** matters are still being reported in the press, are getting more and more important for companies and are increasingly supported by international and national regulations.

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

We observe international human rights and related regulations (e.g. the Supply Chain Due Diligence Act) and pro-actively apply the UN recommendations and other related international standards.

As a software-providing firm, we engage mainly with suppliers for IT, business support and services, marketing materials and office maintenance supplies and services, all areas which do not fall in the obvious scope 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
   - Inclusion of modern slavery and general human rights elements into our Code of Conduct and enforcement of these principles through our Supplier Code of Conduct towards direct suppliers
   - These Codes 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 Group's business values and responsibilities
   - All our employees, partners and suppliers are required to comply with the Codes in all countries where Regnology Group operates
2. Third Party Due Diligence
   - Compliance due diligence is carried out on third parties we are considering doing business within predefined countries
   - More in-depth due diligence process is conducted for higher-risk countries and customers

- In the selection process of our key suppliers, human rights elements play an important role as part of our supplier risk assessment. New suppliers are asked to accept and comply with our Supplier Code of Conduct
- Monitoring of our key suppliers has been improved during the year

3. Training and Awareness
   - Implementation of a new training platform and provision of mandatory Code of Conduct online training for all employees
   - Specific awareness training on Anti-Bribery and 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 defined in our Code of Conduct which needs to be signed when hiring
   - 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 such as the new Supply Chain Due Diligence Act in Germany and national whistleblowing laws.

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

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

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes the Regnology Group's slavery and human trafficking statement for the financial year ending 31 December 2022.