



CENTRIC SOFTWARE MODERN SLAVERY STATEMENT

FOR FISCAL YEAR ENDED DECEMBER 31, 2024

“Modern slavery” is an umbrella term used to describe situations of exploitation, where individuals are not free to leave their work or personal situation. It includes human trafficking, debt bondage, slavery, servitude, forced marriage, deceptive recruiting for labour or services, forced labour and child labour. You can find out more about modern slavery around the world here www.walkfree.org.

Centric Software, Inc., is a U.S. organization and is the parent company of a group of internationally located subsidiary companies (collectively “Centric Software”). Centric Software employs over 1,300 employees worldwide with business operations in 21 of countries and is committed to the highest standards of business conduct including preventing acts of slavery and human trafficking from occurring within its business and imposing the same high standards on its supply chain.

As a leader in providing product lifecycle management solutions Centric Software provides the most innovative enterprise solutions to plan, design, develop, source, buy, make, price, allocate, sell and replenish products such as fashion, luxury, footwear, outdoor, home and related goods like cosmetics & personal care as well as multi-category retail to achieve strategic and operational digital transformation goals. As an organization, Centric Software believes that trusting, long-term relationships are built through honesty, fair play, respect for people and “doing the right thing” without compromise, even when circumstances make it difficult. Centric Software adheres to protecting fundamental human rights, while valuing and leveraging the richness and diversity of its multicultural organization and expects its supply chain to adhere to the same standards.

CENTRIC SOFTWARE’S ORGANIZATION & WORKFORCE

Centric Software operates in a sector with a low risk of modern slavery and operates its business primarily in countries considered to have a low prevalence of and vulnerability to modern slavery according to the [Walk Free Global Slavery Index](#). In the majority of the countries in which Centric Software employs a workforce there is a strong legal system and targeted laws in place to protect individuals and their human rights, these measures help to mitigate the risk of modern slavery occurring within those countries.

Centric Software treats its employees with dignity and respect and in accordance with standards such as the United Nations Universal Declaration of Human Rights and the various Fundamental Conventions of the International Labour Organization.

Given the nature of its business, Centric Software’s workforce comprises skilled professionals, many of whom are educated to university level and beyond and have industry experience and expertise. Such individuals are not vulnerable to modern slavery.

Centric Software uses voluntary labor and has processes designed to verify that new hires have the right to work in the country location where they've been hired and/or are working. Centric Software does not use child labour or forced or involuntary labor of any type (e.g. forced, bonded, indentured, or involuntary prison labor) or any form of human trafficking.

All employees are free to leave work at any time or terminate their employment without reprisal. All employees are given employment contracts and are not required to surrender any government-issued identification, passports, or work permits as a condition of employment. There are no unreasonable restrictions on employees' freedom of movement in the workplace or unreasonable restrictions on entering or exiting company-provided facilities. Centric Software may offer internships and/or workplace apprenticeship programs which comply with all relevant laws and regulations.

Taking into account all of the foregoing factors, Centric Software considers the risk of modern slavery arising in its own business to be low.

CENTRIC SOFTWARE'S SUPPLY CHAIN

Centric Software does not condone and will not tolerate within its business or its supply chain any form of modern slavery, human trafficking, child labor, involuntary labor or unethical or abusive conduct.

As a software company, Centric Software does not purchase raw materials, it purchases indirect goods and services primarily in the following categories: real estate and facilities, human resource related services including contractors, marketing, communications and events, professional services, software, hardware, network, telecommunications and video and travel for the workforce.

The preponderance of the group's supply chain expenditure is on software and services such as marketing and professional services such as legal and accounting. Centric Software does purchase some goods, primarily technology hardware for its employees and marketing related goods for its prospects and customers.

Centric Software has determined that the risk of modern slavery occurring within its supply chain is low however it recognises that such risks do exist and therefore it maintains a robust supplier selection process and continues to review its supply chain globally to assess any new risks.

POLICIES

As part of its commitment to combating modern slavery Centric Software has implemented the following policies:

Centric Software Vendor Code of Ethics and Business

Centric Software's main suppliers, vendors, independent contractors, subcontractors and any other third party that provides goods or services to Centric Software (collectively "Suppliers") must agree to comply with the Centric Software Vendor Code of Ethics and Business (the "Supplier Code") in which Centric Software demands its Suppliers make and meet the same commitments as Centric makes with regards to human rights. Suppliers are required to commit to the Supplier Code or make an equivalent commitment at

the outset of the business relationship and must commit to continue to uphold the standards within the Supplier Code. Suppliers are expected to uphold internationally recognized standards relating to human rights, especially those banning child labor, forced labor, slavery, discrimination, harassment and human trafficking. Centric Software's Suppliers must treat their employees with dignity and respect, and act in accordance with standards such as the United Nations Universal Declaration of Human Rights and the various Fundamental Conventions of the International Labour Organization.

The Centric Software Vendor Code of Ethics and Business is available on its website at www.centricsoftware.com/legal/vendor-code-of-conduct.

Centric Software Code of Business Conduct

Each of Centric Software's employees ("Employees") must agree to comply with the Centric Software Code of Business Conduct (the "Code of Business Conduct"). This Code of Business Conduct includes Centric Software's ethics and compliance principles and expresses Centric Software's corporate commitment to ensuring that business is conducted in accordance with high ethical standards and confirms that Centric Software's business practices operate in accordance with the local and national employment laws in which Centric Software does business. This Code of Business Conduct requires Centric Software's Employees to comply with international standards, such as the Universal Declaration of Human Rights of the United Nations and the various basic conventions of the International Labor Organization, which prohibit forced or compulsory labor, servitude, slavery and human trafficking.

The Code of Business Conduct is available on its website at: [Centric Software Code of Business Conduct](#).

SUPPLIER DUE DILIGENCE

As part of its efforts to monitor and reduce the risk of modern slavery occurring within its supply chains Centric Software conducts due diligence assessments with its partners under Centric Software's Partner Program and ad-hoc other critical suppliers to establish and assess areas of potential risk in its business and supply chains including due diligence in respect of data privacy, security and other legal and compliance matters. Centric Software screens prospective Suppliers against watch lists.

EMPLOYEE TRAINING

Centric Software provides its employees with training on a variety of topics including anti-harassment, discrimination, anti-bribery and how to comply with the Supplier Code and the Code of Business Conduct. Through such training programmes, employees are encouraged to identify and report any potential breaches of its human rights policies. Employees are required to self-certify their Code of Business Conduct training on an annual basis.

REPORTING AND MONITORING

Centric Software has established a confidential reporting system (whistleblowing) for its workforce and its Suppliers to report any concerns related to the Code. All reports are investigated promptly, and appropriate action is taken where required. Centric Software commits to taking appropriate action concerning any such

reports and to doing the right thing in all instances. The whistleblowing policy prohibits retaliation or other adverse action against those that raise concerns in accordance with the policy.

CONTINUOUS IMPROVEMENT

Centric Software is committed to continuously improving its practices to combat modern slavery. It will regularly review and update its policies, training programs, and due diligence processes to ensure their effectiveness.

APPROVAL

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Centric Software's slavery and human trafficking statement for the financial year ending 2024. It was approved by the board of Centric Software Limited on Mar 28, 2025.

Centric Software has also published this Modern Slavery Statement for 2024 in accordance with the requirements of the California Transparency in Supply Chains Act (2010), Commonwealth Modern Slavery Act (2018) for Australia and Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (2023).

This statement will be reviewed and updated annually.

Signed: 
Chris Groves (Mar 28, 2025 08:08 GMT+1)

Name: Chris Groves

Title: CEO

Date: Mar 28, 2025