



Automation Anywhere, Inc.

Modern slavery and human trafficking statement - 2021

This statement is made on behalf of Automation Anywhere, Inc. and its subsidiaries (the "Company").

The Company is committed to running its business responsibly and we support the international legislative effort to combat modern slavery and human trafficking.

We conduct our affairs in an ethical way, which includes adopting policies and procedures designed to eliminate potential risks of modern slavery and human trafficking within our business. We believe in acting with integrity, fairness and accountability: principles which are fundamental to fostering an inclusive society and a successful business. We work closely with our suppliers and we expect the same from them.

Our Business Structure

The Company offers Robotic Process Automation solutions, enabling companies to operate with unprecedented productivity and efficiency by automating any part of the enterprise that can be automated with the most intelligent and intuitive robotic process automation platform, which we call "The Intelligent Digital Workforce". The Company works with and offers services to clients in a wide range of business sectors and industries, including Financial Services and Banking, Technology and Software, Telecommunications, Manufacturing, Government, Healthcare, Hospitality, Retail, Procurement, HR management, Claims Processing and Consumer Goods.

Automation Anywhere was founded in 2003 and is based in San Jose, California. The Company is part of a group of Automation Anywhere companies with operations across the world. At August 2021, Automation Anywhere group companies had approximately 1,700 employees.

Our Supply Chains

The Company develops its own software products in-house and therefore does not generally rely upon a third-party supply chain to produce the products and services it sells in its core business. The Company's suppliers are typically either local service providers or global corporations that have implemented their own robust Modern Slavery and Human Trafficking policies.

The Company is committed to continuously improving its practices to identify and eliminate any slavery and human trafficking risks in its business and supply chains, and to acting ethically and with integrity in all its business relationships.

Our Policies on Modern Slavery

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

We aim to foster a trusting, open and inclusive environment within our business and to treat each person we deal with in a manner that reflects our values. This underpins our commitment to the elimination of slavery and human trafficking.

In line with this, our Code of Conduct represents the standard by which all of our employees, including the Company's officers and board members, are expected to abide. We expect all our people to treat each other, and those we deal with, respectfully and with dignity. We also expect our contractors, consultants, suppliers and agents to abide by our Code of Conduct in connection with their work for the Company.

Our Code of Conduct governs both our business practices and our workplace, and the main principles are that we:

- **Operate with honesty and integrity:** We are open and transparent with one another, we endeavour to keep our commitments and we communicate openly with our customers, partners, fellow employees and our suppliers in an honest and unambiguous way.



- **Treat others fairly and respectfully:** We foster a respectful and dignified work environment free from any form of discrimination, harassment and intimidation. We provide equal opportunity in all aspects of employment, and do not tolerate physical violence, threats, verbal abuse, disrespectful behaviour, bullying, discrimination or harassment of any kind. All employees, company officers, independent contractors and third parties working with the Company are expected to comply with our Anti-Harassment Policy, and the Company discreetly investigates all reported complaints of prohibited conduct and will take effective remedial action if deemed necessary. We always treat everyone – fellow employees, customers, partners, and other stakeholders – with dignity and respect.
- **Uphold human rights:** Wherever we operate, we respect human rights, provide fair working conditions and prohibit the use of any forced, compulsory or child labour, by or for the Company.
- **Are responsible and law abiding:** We respect and abide with all laws, rules and regulations which apply to our businesses around the world, as well as human rights and fair employment practice. If we encounter any wrongdoing or contravention, we diligently report this to the relevant authorities.
- **Deal fairly:** We endeavour to deal fairly with our customers, suppliers, competitors and employees by not taking unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation or any other unfair dealing.

Violations of our Code of Conduct are investigated thoroughly and may result in disciplinary action, including immediate termination of employment or business relationship with the Company. We encourage our people to raise ethical and legal concerns, including any concerns about human rights issues, and we operate an anonymous reporting hotline to protect whistle-blowers. We also stress that we have zero tolerance for retaliation against anyone who speaks up in good faith.

Due Diligence Processes, Risk Assessment and Measuring Effectiveness

We are exploring and assessing our options for managing and mitigating the risk of modern slavery and human trafficking occurring in our business and supply chains. In response to developing codification of anti-slavery and human trafficking laws throughout the world, we will continue to consider options for auditing the risks of human trafficking and modern slavery throughout our entire supply chain, and how to evaluate this.

We are committed to internal accountability standards and procedures for employees or contractors failing to meet our standards regarding modern slavery and human trafficking. We choose our suppliers with care through a number of evaluations, including based on their reputation and integrity.

Training for Staff

It is important to us that our employees are aware of the issues surrounding modern slavery and support our values. We have included a section pertaining to upholding human rights in our employee handbook to ensure that all employees are aware of and comply with our core company values. Any reported prohibited conduct will result in disciplinary action up to and including termination.

In 2019, we launched an anonymous Ethics Point hotline for employees to raise any ethical violations or concerns. We also provide a Business Ethics learning module to all employees so that they can understand indicators and examples of ethical decision making in the workplace and in relation to other parties.

We have updated our employee training curriculum content to ensure that it is contemporary and relevant. As an example of this, in 2020, we rolled out anti-harassment/respect in the workplace training.

We have incorporated advice from our external counsel on the impact of and responsibility for compliance with the UK's Modern Slavery Act. Our legal and compliance team is aware of the provisions of that act and our own policies are being informed by, and have been drawn up to be consistent with, the act. We continue to build upon and enhance our corporate social responsibility programs, including anti-slavery and human trafficking positions, and the training given to our employees will reflect the ongoing development of these programs.



Further Steps

We understand the importance of promoting good practice in relation to the prevention of modern slavery and human trafficking, both internally and working with our partners.

We will continue to monitor and develop our practices in respect of combatting slavery or human trafficking to target areas of our business if we become aware there is a potential risk of modern slavery. Our legal and compliance function is responsible for checking and testing the success of our commitments, and will work to ensure we meet our expectations.

This statement has been approved by our Board of Directors and will be reviewed annually.

A handwritten signature in blue ink that reads 'M Shukla'.

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Mihir Shukla, Chairman and CEO
Automation Anywhere, Inc.

Date: September 10, 2021