

MODERN SLAVERY STATEMENT

Snow Software is committed to ensuring there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Code of Conduct reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Steps to prevent slavery and human trafficking in our supply chain and business

As part of our initiative to identify and mitigate risk, we use policies and contractual controls to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our we have in place a dedicated compliance team, which is committed to reviewing each supplier interaction and conducting due diligence with respect to slavery risk. Our compliance team consists of involvement from the following departments:

- Legal.
- Human resources.
- Procurement.
- Sales.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. We also ask that our business partners provide training to their staff and suppliers and providers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and other applicable modern slavery legislation. It has been approved by our group's board of directors for the financial year ending 2020.

Signed by:



Kirk Larson, General Counsel