

Ab Initio Supply Chains Transparency Statement

This supply chains transparency statement (the “**Statement**”) is made by Ab Initio Software LLC and its affiliated companies including, without limitation, Ab Initio Software Ltd. (together, “**Ab Initio**”) pursuant to section 54 of the UK Modern Slavery Act 2015. It sets out the steps that Ab Initio has undertaken, and is continuing to take, to manage the risk, which we believe to be quite low, of slavery and human trafficking (referred to collectively as “**modern slavery**” below) violations in our direct supply chain. This Statement has been approved by the managing members/Directors of Ab Initio.

As a global family of companies, Ab Initio understands that modern slavery is among the fastest-growing activities of trans-national criminal organizations and has the potential to affect every country across the world. Ab Initio believes that respect for human rights is integral to our culture and to the way we conduct our business. It is why the prevention of forced, bonded and trafficked labor is inherent in our human resources practices and expected of our suppliers.

Our business and supply chain

Ab Initio is a global provider of data management software. Headquartered in Lexington, MA, USA, we have offices across ten locations around the world. Our multidisciplinary team of computer scientists and engineers, physical scientists, domain experts, and other contributors develop world-class enterprise software products and assist our customers and their contractors to use those products to build applications solving our customers’ most challenging information processing needs.

As we are a software business, the core of our business involves our highly talented staff. For our staff, engaged by Ab Initio around the globe, we have robust employment practices in place to ensure that the services they provide Ab Initio, and that Ab Initio in turn provides to our customers, are provided in a manner which is low risk from a modern slavery perspective.

Ab Initio does not utilize sub-contractors to create our software products or deliver our services to our customers.

As regards our supply chain, that supply chain largely consists of goods and services we obtain for our offices, such as computer hardware, office supplies, food, and cleaning services. We obtain these goods and services through commercial contracting arrangements with many large and small organizations, the most significant of which are based in the USA.

We set out below our compliance approach regarding our staff and these suppliers.

Our approach to preventing modern slavery

Ab Initio is committed to a high ethical standard in all our business dealings. Our business ethos includes a zero-tolerance approach to any form of modern slavery and we expect the same high standards and commitment from those with whom we do business.

None of our people should ever be subjected to servitude, forced and/or compulsory labor or human trafficking. Our staff should have the freedom to work for us and to leave the company after they've given reasonable notice. We are confident that there is a negligible risk of modern slavery in our hiring and employment process.

Likewise, we expect all our suppliers to treat their workforces in a like fashion, and to undertake the necessary due diligence to ensure that there is no modern slavery or human trafficking in their own operations and supply chains.

We expect anyone who becomes aware that person in our company or our supply chain is subjected to involuntary servitude, forced and/or compulsory labor, human trafficking, or any other form of modern slavery to promptly report the issue to our in-house legal team so that we can investigate the matter. We respect the fact that such a report may be made anonymously and whistle-blowers will not be subjected to retaliation.

Next steps

Going forward, we expect to periodically review our use of key suppliers and to adapt our processes if we determine that our risk has increased.

This Statement has been approved by the managing members of Ab Initio Software LLC and is our statement under section 54(1) of the Modern Slavery Act 2015 for the year ended 31 December 2023.

A handwritten signature in blue ink, appearing to read 'e a', is positioned above the printed name and title of Clifford A. Lasser.

Clifford A. Lasser
Member/SVP
For and on behalf of Ab Initio