

MODERN SLAVERY POLICY

STATEMENT OF INTENT

MarkLogic (UK) Ltd acknowledges unequivocally that modern slavery is an indefensible, repugnant and morally reprehensible violation of an individual's human rights. As a socially responsible company, it is committed to doing everything within its power to ensure that, so far as is reasonably practicable, slavery and human trafficking plays no part in its business or in its supply chains.

Although not directly subject to the provisions of section 54 of the *Modern Slavery Act 2015*, the Company recognises that it has a responsibility to actively assist others in its supply chains in fulfilling their obligations under the act. It is in that spirit that this policy statement is published.

The Company undertakes to mitigate the potential for slavery to exist within its own structure and within its supply chain by performing due diligence checks and proceeding in the following ways:

- Continual review of our internal procedures and practices to ensure that all of our employees, whatever the basis of their employment, have the legal right to work in the United Kingdom, earn at least the appropriate minimum wage, are not subject to working excessive hours and are not exposed to unsafe working conditions;
- Invocation of internal disciplinary procedures against any employee suspected of involvement in modern slavery;
- Provision of information and, where required, training to our employees about the nature of modern slavery, our procedures for combatting it and the indications by which potential slavery may be recognised;
- Institution of stringent assessment procedures to ensure, so far as is reasonably practicable, that our suppliers (including those based overseas) are not involved in any way with modern slavery and, where required, that they have provided us with an undertaking to that effect;
- Immediate termination of relationships with suppliers who are unable to satisfy us of their ability to adequately vet their own supply chain or who are found to be in material breach of their undertaking to us in this respect;
- Company support and full protection for whistle blowers who identify individuals or companies that appear to breach the provisions of the *Modern Slavery Act 2015*.
- Unconditional reporting of suspected breaches to the authorities at the earliest practicable opportunity.

The Company undertakes to apply the policy equally, fairly and without exception. The policy will be communicated to all employees whilst also being made available to other interested parties. It will also review the policy annually in order to monitor its effectiveness and to reflect changing needs and circumstances.

The Board bears ultimate responsibility for health, safety and welfare within the business and for ensuring that this policy is implemented.

Linda Kato

Linda Kato
Vice President of People
MarkLogic

Date: 1st February 2022