

Nexthink Modern Slavery and Human Trafficking Statement

Public (1)

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Reviewer: Amna Ahmed

Owner: Levina Wong

Slavery and Human Trafficking Statement

Introduction

We are committed to improving our practices to combat modern slavery in our business by taking steps, as far as we are able, to ensure that our supply chains are free from slavery and human trafficking. This statement sets out the steps we have taken in 2023-2024 to understand potential modern slavery risks within our business structure and supply chain.

About us

We are a software company focused on helping IT to shape smart and productive workplaces. We bring clarity to your IT department through a unique combination of real-time analytics, automations, and employee feedback. Our group parent company is Nextthink SA, a Swiss company, dual headquartered in Lausanne, Switzerland and Boston, US.

We have approximately 1,000 employees globally, spanning across EMEA, Asia and North America. Our direct operations in these locations are almost entirely office based. This means that the nature of our work carries lower risks of modern slavery and human trafficking.

We also have a number of partners, subcontractors and suppliers. Although we endeavor to only work with reputable organizations, we understand that some of the organizations in our supply chain may carry a risk. We are committed to identifying and managing these risks through various processes.

Our commitment to ethical trading

We are committed to ethical trading principles and to acquiring goods and services without harm to others.

Due diligence and risk assessment

We vet partners, suppliers and sub-contractors to ensure that they are committed to ethical labor practices. We require that they are compliant with applicable laws and standards, which includes internationally recognized human rights and labor standards and anti-slavery laws. We require them all to broadly comply with the standards set out in our current [Partner Code of Conduct](#).

We also have the following policies to help with the identification of modern slavery and human trafficking risks:

- Whistleblowing Policy – we encourage all our workers, employees, partners and sub-contractors to report any concerns related to modern slavery and human trafficking in our business operations or supply chains.



- Employee Code of Conduct – this sets out the behavior expected from our employees and always encourages them to act with integrity.

Effectiveness in combating slavery and human trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been at ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Inclusion of a Modern Slavery clause in our agreements with our partners and sub-contractors.
- The number of reported breaches in the past year.
- Providing training on identifying issues relating to slavery and human trafficking.

As a future KPI, we will also look to include a Modern Slavery clause where we can in our agreements with our suppliers.

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 where needed.

This Modern Slavery and Human Trafficking Statement is made for the financial year ending April 5, 2025 and is approved by the board.

Nextthink SA, on its own behalf and on behalf its affiliated companies

Signed by:

Pedro Bados, Director and Chief Executive Officer

Meg Donovan, Chief People Officer

Date: September 5, 2024