

# Beta Systems Software Group

## Statement on Slavery and Human Trafficking

### According to UK Modern Slavery Act 2015, Art. 54 (1)

This statement sets out the steps taken by Beta Systems Software Group during the fiscal year 01.10.2022 until 30.09.2023 to prevent modern slavery in its business and supply chain.

#### 1. Organisation's structure, business and supply chain

Beta Systems Software AG, headquartered in Berlin, Germany, is the parent company of Beta Systems Software Group. Beta Systems Software Group has subsidiaries in Austria, Belgium, Canada, Czech Republic, France, India, Italy, Poland, Spain, Sweden, Switzerland, United Kingdom and United States of America.

Beta Systems offers business customers worldwide software for the digital control, acceleration and protection of IT-based business processes. We advise and implement these solutions and support our customers in their operations.

- **Processes:** We automate IT based business processes and design the documents of tomorrow: In the cloud, in open systems and on the mainframe.
- **Security:** We control the access rights across all platforms safe and reliable and monitors and secure the network of our customers.
- **Transparency:** We optimize the Infrastructure management of the Corporate IT and enable companies to accelerate their growth.

Beta Systems has more than 650 employees and more than 20 subsidiaries.

The product portfolio of Beta Systems is primarily based on in-house software development. Development and support are performed and provided centrally by the competence centers Berlin, Cologne, Munich, Neustadt, as well as by Calgary, Szczecin, Wroclaw and Warsaw. Only a few third party software components are integrated as OEM products or are delivered from time to time by Beta Systems to customers in order to complete the software portfolio. The OEM-partners of Beta Systems are mainly German companies.

#### 2. Policies in relation to slavery and human trafficking

Beta Systems Software Group is strongly committed to ensuring that its operations and supply chains are free of modern slavery and human trafficking. Beta Systems Software Group has implemented guidelines and rules which are applicable within the whole Beta Systems Software Group. The Code of Conduct for employees lays down a simple set of rules for business conduct which each and every employee subscribes to when hired. Our employees are obliged to respect the human rights of the employees supervised by them and to take responsibility for the health and safety of these employees. Furthermore, our employees are obliged not to employ any workers below the valid age limit.

Our supply chains mainly consist of companies within Germany. Beta Systems endeavors to avoid contracting with suppliers or sub-contractors that are located in geographical areas where slavery and human trafficking are a more prevalent risk. Partners shall conduct their operations in

compliance with the then current Beta Systems' Code of Conduct (part of all partner contracts). Our partners are obliged to respect human rights and to take responsibility for the health and safety of their employees. Partners are obliged not to employ workers below the valid age limit. The Partners have to ensure that their subsidiaries and subcontractors are bound by these obligations as well.

### **3. Due Diligence Process**

The following practices are in place in order to avoid modern slavery and human trafficking within our operation:

- employees have an employment agreement that determines their rights and obligations, especially with respect to salary, working hours, holiday entitlement, notice of period for termination;
- Beta Systems observes all legislation with respect to labour law (such as regarding national minimum wage law, health and safety, working time, holiday entitlement);
- Beta Systems has a works council which has negotiated special conditions in favor of employees and which is observing the adherence of the rights of employees;
- employees who join Beta Systems have to agree to Beta Systems' Code of Conduct;
- employees are free to hand in their notice at any time;
- internal Supplier Review process;
- partners shall conduct their operations in compliance with the then current Beta Systems' Code of Conduct (part of all partner contracts).

### **4. Employee training**

Beta Systems regularly initiates trainings with respect to compliance obligations and occupational health and safety regulations to ensure awareness. New employees are obliged to attend the "Newcomer days" where they are also briefed on all relevant compliance obligations.

### **5. Endorsement of that statement**

This statement has been examined and approved by Beta Systems' Management Board on November 28th, 2023.

It will be updated on an annual basis to reaffirm actions have been taken to ensure that slavery and human trafficking is not taking place within our operation or supply chain.

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Mirko Minnich  
Member of the Management Board  
Beta Systems Software AG

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Rigas Paschaloudis  
Member of the Management Board  
Beta Systems Software AG

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Gerald Schmedding  
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