

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 01.10.2017 until 30.09.2018 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 the U.S., Canada, France, Italy, the UK, Spain, Sweden, Belgium, Switzerland and Austria.

Beta Systems is specialised in developing and selling software products and applications that automate the business processes of major corporations, IT service providers, public authorities and mid-sized companies (Beta Systems DCI). Furthermore the applications of Beta Systems are providing functions for reliably protecting user IT access rights while complying with all legally relevant regulations (Beta Systems IAM).

Beta Systems has more than 350 employees and more than 20 subsidiaries.

The product portfolio of Beta Systems is primarily based on in-house software development. Product development and support is performed and provided centrally by the Berlin, Cologne, Munich, Neustadt and Calgary competence centres. 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 Group is strongly committed to ensuring that its operations and supply chains are free of modern slavery and human trafficking. Beta Systems Group has implemented guidelines and rules which are applicable within the whole Beta Systems 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 endeavours to avoid contracting with suppliers or sub-contractors that are located in geographical areas where slavery and human trafficking are a more prevalent risk. We also have a Code of Conduct in place which is applicable to our partners. The Code of Conduct is part of our 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 favour of employees and which is observing the adherence of the rights of employees;
- employees who join Beta Systems have to agree to the Code of Conduct;
- employees are free to hand in their notice at any time;
- Internal Supplier Review process;
- Code of Conduct for partners of Beta Systems

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’ Executive Board on 21st January 2019.

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.

Armin Steiner
Member of Board,
Beta Systems Software AG

Dr. Andreas Huth
Member of Board,
Beta Systems Software AG