

The below Anti-Modern Slavery Statement is Precisely's internal statement posted on its Corporate Intranet site. This statement is not posted on Precisely's public website.



# Anti-Modern Slavery Statement

## Introduction

This Anti-Modern Slavery Statement (hereinafter, "Statement") supports our commitment to ensure there is no modern slavery, forced labor or human trafficking within Precisely or our supply chain, and covers the financial year starting January 1<sup>st</sup>, 2021 and ending December 31<sup>st</sup>, 2021 of Starfish Holdco, LLC, Syncsort Incorporated and Vision Solutions, Inc. (or any renamed successor entities thereto) together with their respective subsidiaries or affiliates (individually and collectively, "Precisely", "Company", "we" or "our"). This Statement was approved by the Company's Policy Committee inclusive of its Chief Executive Officer on February 3<sup>rd</sup>, 2021.

Precisely is headquartered in the United States of America and provides software, data solutions, and other products and technology to over 12,000 customers in 100+ countries worldwide.

## Our Business and Supply Chain

As a commercial off-the-shelf software developer, with a professional workforce predominantly working remotely, Precisely does not consider its own employees to be at high-risk in terms of modern slavery, forced labor or human trafficking. Precisely does not operate any manufacturing facilities and its supply chain broadly consists of contract and outsourced workers (mostly professional consultants).

Nonetheless, we are committed to honesty, integrity and fairness in the course of our business dealings as a company and to implement effective systems and controls to ensure modern slavery, forced labor and human trafficking does not take place anywhere in our business or supply chain.

## Risk Review

Precisely continues developing its risk-based approach to avoid modern slavery, including but not limited to, the implementation of our ethical standards.

## Policies

Precisely's Business Conduct Guidelines outline Precisely's commitment to honesty, integrity through ethical conduct, sound judgment, fairness, honesty, accountability, respect for others, and operating our business in compliance with all laws, rules and regulations. The Business Conduct Guidelines are an extension of Precisely's values: openness, determination, individuality, as well as collaboration and summarize Precisely's core policies, giving employees an overview of their obligations and our expectations.

We also have additional policies that supplement our efforts in battling modern slavery, including but not limited to, our: Anti-Bribery and Anti-Corruption Policy, Anti-Money Laundering Policy and Business Ethics Policy.

## Corporate Social Responsibility

Respect for human rights and social responsibility are part of Precisely's core values. We encourage a culture of respect and we operate our business in an economically, socially and environmentally sustainable manner.

## Maintenance

The Office of the General Counsel is responsible for ensuring compliance with Precisely's Business Conduct Guidelines, this Statement, and all of Precisely's policies and procedures.

## Reporting

All apparent or suspected violation in regard to modern slavery must be reported to your manager, someone in your managers' reporting line or to the Office of the General Counsel at +1-781-906-2670 or <https://whistleblower.precisely.com/>.

Please be aware that Precisely maintains a zero-tolerance approach to modern slavery and will not allow any retaliation to be levied against anyone who reports a concern, violation or potential violation of this Statement. Precisely will ensure that appropriate confidentiality measures are taken and will not retaliate against any individual for reporting violations in good faith.