



**MODERN SLAVERY STATEMENT
OF
NINTEX GLOBAL LTD.,
NINTEX UK LTD.,
AND NINTEX PTY LTD.**

The following statement is made pursuant to Section 54(1) of the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018 (Commonwealth) and sets out the steps that Nintex Global Ltd. and its affiliates (collectively, "Nintex") takes to mitigate the risk of modern slavery and human trafficking taking place within our business or supply chain. This statement supports Nintex's commitment to operate free from any kind of modern slavery with a zero-tolerance policy.

Nintex Global Ltd. specifically provides this statement for itself and on behalf of Nintex UK Ltd., (UK Modern Slavery Act 2015) and Nintex Pty Ltd (Commonwealth Modern Slavery Act 2018) which are the Nintex affiliates directly covered by a disclosure obligation in their respective jurisdictions. This statement applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, interns, agents, contractors, external consultants, third-party representatives and business partners.

Nintex is the global standard for process management and automation. Today more than 8,500 public and private sector organizations across 90 countries turn to the Nintex Platform to accelerate progress on their digital transformation journeys by quickly and easily managing, automating and optimizing business processes. Given the nature of our business as a cloud-based software-as-a-service company, we lack a traditional supply chain and consider ourselves low risk for human trafficking issues. With approximately 900 employees worldwide, we are headquartered in Bellevue, WA, USA, and we operate out of 13 offices in 10 countries.

Modern slavery is a crime and a violation of fundamental human rights. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place in our business or in our supply chain. We are committed to ensuring no one suffers any detrimental treatment because of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats, or other unfavourable treatment connected with raising a concern.

We do believe our operations have low risk of being linked to instances of modern slavery, either directly or indirectly. We have robust recruitment and onboarding policies, including thorough background investigations on potential employees. Training on this modern slavery policy, and on the risks our company faces from modern slavery anywhere in our supply chain, forms part of the onboarding process for all employees, and regular training is provided as necessary.

We recognize the risk of indirect exposure to modern slavery on the customer side of our supply chain. We do not supply our services to companies with operations in countries embargoed by the UK Sanctions and Money Laundering Act of 2018 and/or Australia's Autonomous Sanctions Act and Regulations 2011.

Conducting general due diligence of our operations, we have not identified any areas in our supply chain that pose significant risk for modern slavery or human trafficking. We are committed to

ensuring there is transparency in our own business and in our approach to tackling modern slavery. We expect the same high standards from all of our vendors, partners, resellers, contractors, suppliers, and other business partners, and we expect that our suppliers will hold their own suppliers to the same high standards. Our commitment to addressing the issue of modern slavery in our business and supply chains is communicated to suppliers, contractors, and business partners at the commencement of the business relationship and reinforced as appropriate thereafter.

Nintex is committed to the highest standards of compliance and integrity, as outlined in our Code of Conduct section of the Employee Handbook, to which every employee agrees to comply. Our [Customer Use Policy](#) mandates that all Nintex customers use our services responsibly and never in a way that infringes the rights of others. The policy warns that violations of the policy will result in suspension of their access to our services.

Our effectiveness in combatting modern slavery and human trafficking in our supply chain is reinforced by the following: (i) customer acknowledgement of the Customer Use Policy prior to any use of the Nintex Service; (ii) employee access to information on rights in the workplace; and (iii) compliance with the Nintex Vendor Management Policy and affiliated guidelines.

This joint statement has been approved by the Board of Directors of Nintex Global Ltd. and is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018 (Commonwealth) and constitutes their slavery and human trafficking statements for the financial year ending 30 June 2024.

Signed for and on behalf of Nintex Global Ltd. and its affiliates.

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Amit Mathradas
Amit Mathradas
Director and CEO

Electronically Signed 2024-03-07 01:38:57 UTC - 64.85.111.126
Nintex AssureSign® 0a15275f-d7f6-4e6b-a860-b12c001887ed
Camden Hillas
Camden Hillas
Director

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Nintex AssureSign® a6a9950c-23f5-4c73-a861-b12c001887ed
Eric Emans
Eric Emans
Director

Revision History

Version	Date	Reviewer	Event
1.1	15 April 2019	Camden Hillas <i>Associate General Counsel</i>	2019 Annual Revision
1.2	17 April 2019	Eric Johnson <i>CEO</i>	FY 2019 Statement Approval
2.1	18 April 2021	Camden Hillas <i>Associate General Counsel</i>	2020 Annual Revision
2.2	21 April 2021	Nintex Global Board of Directors	FY 2020 Statement Board Approval
3.1	26 July 2021	Camden Hillas <i>Associate General Counsel</i>	2021 Annual Revision
3.2	27 July 2021	Eric Johnson <i>CEO</i>	FY 2021 Statement Approval
4.1	28 April 2022	Camden Hillas <i>Associate General Counsel</i>	2022 Annual Revision
4.2	01 July 2022	Nintex Global Board of Directors	FY 2022 Statement Board Approval
4.3	01 July 2022	Eric Johnson <i>CEO</i>	FY 2022 Statement Approval
5.1	2023	Amit Mathradas <i>CEO</i>	FY 2023 Statement Approval
5.2	2023	Nintex Global Board of Directors	FY 2023 Statement Board Approval
6.1	01 March 2024	Angela Wishaar <i>Privacy and Compliance Specialist</i>	FY 2024 Annual Revision
6.2	01 March 2024	Camden Hillas <i>General Counsel</i>	FY 2024 Statement Approval
6.3	01 March 2024	Nintex Global Board of Directors	FY2024 Board Approval