insightsoftware

Human Rights Policy

Effective Date: August 2, 2022

1. Our Approach

Here at GS Topco GP, LLC, including its subsidiaries and affiliates (collectively, "insightsoftware"), we believe that respect for human rights is an essential value. We endeavor to ensure our employees and individuals in our supply chains are treated with respect and dignity. We also make sure that human rights are incorporated into the relationships we maintain with our employees and people involved in our supply chains. This is the bedrock of our Human Rights Policy.

The insightsoftware Human Rights Policy compliments our internal Code of Conduct, Modern Slavery Statement, Supplier Code of Conduct, Diversity Policy and Corporate Social Responsibility Policy, which together describe how insightsoftware promotes diversity, protects our employees and other individuals in our supply chains and commits to impacting social change to communities at large.

2. Our Workplace

insightsoftware strives to provide a safe and healthy workplace for all insightsoftware employees worldwide. Every insightsoftware worker has the right to a clean and healthy work environment where general practices have been enacted to prevent accidents and unsafe behaviors from taking place.

insightsoftware is committed to maintaining an inclusive, diverse business. We seek for individuals that come from all backgrounds and ensure that our employees are treated fairly and with respect and dignity. insightsoftware is firmly against discrimination and harassment of any type.

Additionally, insightsoftware has a zero-tolerance policy against any forms of slavery, including child labor and forced labor of any kind. insightsoftware is also committed to combating trafficking of people for any purpose. We ensure each of our employees receives appropriate compensation for their work, regardless of their location. insightsoftware commits to meeting all legal obligations to comply with applicable local laws and regulations and ensures that we are in alignment with international human rights standards.

3. Our Responsibility

In order to assist in managing these efforts, insightsoftware commits to formally supporting the Ten Principles of the United Nations Global Compact. Additionally, insightsoftware regularly reviews its policies and procedures to ensure that the organization is aligned with these values and provides updates on our environmental, social and governance progress to upper management when requested. We also conduct internal surveys of our employees to help insightsoftware understand our engagement with our workforce and the primary concerns of our employees' well-being.

insightsoftware expects its suppliers to adhere to insightsoftware's Supplier Code of Conduct. insightsoftware recognizes that it is important to not only commit to human rights protections within our organization but also require our supply chains to adhere to these standards as well.

4. Our Commitment

insightsoftware strives to create an environment where communication is respected and valued. We affirm our commitment to following all applicable labor and employment laws in the locations in which we operate in. We also aim to build and maintain a culture where individuals are respected, offered competitive wages and have a safe and healthy environment to work in.

5. Changes to this Policy. insightsoftware reserves the right to modify any part of this Policy from time to time to reflect changes to legal obligations and company policies. insightsoftware will alert you to any change to this Policy by indicating the date it was last updated at the top of the first page.