



Introduction

Modern Slavery is a crime and a violation of fundamental human rights. It takes various forms such as slavery, servitude, forced and compulsory labour, and human trafficking: all of which involve the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

At GS Topco GP, LLC, including all its subsidiaries and affiliates ("insightsoftware"), we have a zero tolerance approach to modern slavery and are committed to (i) acting ethically and with integrity in all our business dealings and relationships and (ii) implementing and enforcing effective systems and controls to ensure that modern slavery is not taking place anywhere in our own business or in any of our supply chains. We have taken concrete steps to tackle modern slavery, as outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business and to implement steps to prevent slavery and human trafficking during the current financial year. This statement was approved by the insightsoftware UK Ltd. Board of Directors on February 14, 2022.

Our Business and Supply Chains

insightsoftware is a leading provider of financial reporting and enterprise performance management software. We enable the Office of the CFO to connect to and make sense of data in real time so companies can proactively drive greater financial intelligence across their organizations. More than 28,000 organizations worldwide rely on insightsoftware's portfolio of best-in-class reporting, analytics, budgeting, forecasting, consolidation, and tax solutions to provide them with increased productivity, visibility, accuracy, and compliance.

insightsoftware is headquartered in Raleigh, NC, U.S.A., with offices in Austria, Australia, Canada, China, Denmark, France, Germany, Netherlands, New Zealand, Norway, Romania, Singapore, Sweden, Switzerland, United Arab Emirates, United Kingdom, United States, and South Africa. insightsoftware is committed to ensuring that there is transparency in our business. insightsoftware ensures that all of its employees are trained equally and fairly and are paid no less than the local minimum wage for that location. insightsoftware also maintains this approach to addressing modern slavery throughout our supply chains, consistent with our obligations under the Modern Slavery Act of 2015. We expect our suppliers and business partners to similarly acknowledge their commitments to tackle modern slavery and ensure that the use of forced, compulsory, or trafficked labour or holding of anyone in slavery or servitude is not tolerated. We have not been made aware of any allegations of human trafficking or slavery activities against any of our suppliers or business partners. In the event we were to become aware of any such allegation, we would promptly act to address and report it to the relevant authorities, consistent with our legal obligations.

Policies

insightsoftware has the following policies for identifying and preventing slavery and human trafficking in our operations:

- The insightsoftware Supplier Code of Conduct – insightsoftware expects its suppliers to adhere to all applicable legal and regulatory requirements in connection with their activities for insightsoftware, including adherence with laws that respect human rights, prohibit the use of forced, prison, or indentured labor and prohibit subjecting workers to any form of physical, sexual, or psychological compulsion, exploitation, or coercion, and prohibit engaging in or abetting the trafficking of people. Our Supplier Code of Conduct is available at: <https://legal.insightsoftware.com/supplier-code-of-conduct-eng-v041221.pdf>



- The insightsoftware Code of Conduct – insightsoftware employees and business partners are required to adhere to legal and ethics compliance standards that are not lower than those set forth in the Code of Conduct, including a strict prohibition on the use of unlawful or forced labor and on the use of child labor when performing services for or on behalf of insightsoftware.

Supplier and Business Partner Due Diligence

insightsoftware requires (i) suppliers to read and acknowledge the Supplier Code of Conduct in connection with its vendor registration process and (ii) business partners to read and agree to the Code of Conduct included in their agreements with insightsoftware.

Awareness

insightsoftware has raised awareness of modern slavery issues by (i) requiring our employees to read and acknowledge our Code of Conduct, (ii) requiring business partners to acknowledge and agree to our Code of Conduct in their agreements with insightsoftware, (iii) making both the Supplier Code of Conduct and the Code of Conduct available to all employees on insightsoftware's internal intranet site and (iv) making the Supplier Code of Conduct available on insightsoftware's external website at <https://legal.insightsoftware.com/supplier-code-of-conduct-eng-v041221.pdf>.