



Blue Prism Group Limited
(Company Number: 09759493)
Blue Prism Limited
(Company Number: 04260035)

Modern Slavery Act 2015: Slavery and Human Trafficking Statement

OUR APPROACH

This statement provides details on the policies and processes the above companies have in place to mitigate the risk of modern slavery and human trafficking in any part of our business or our supply chains during the 2022 financial year.

We consider this an extremely important issue and we aspire to go beyond the requirements of the Modern Slavery Act 2015, embedding the responsibility to respect human rights into our culture. There is no place for modern slavery or human trafficking within our organisation.

We operate a suite of policies that reflect and embed our commitment to human rights and regularly review our practices to ensure that we adopt the most appropriate anti-slavery processes for our business. We endeavour to demonstrate our approach to tackling modern slavery to our clients and the public as a whole.

ORGANISATION'S STRUCTURE

We are a provider of Robotic Process Automation Software and related Services. We operate in the UK and other locations across North America, Europe, Asia Pacific, Japan and Middle East and Africa. On 16 March 2022, we were acquired by SS&C Technologies Holdings, Inc and became part of the SS&C Group. This statement therefore covers periods both before and immediately after the acquisition and largely reflects the policies and processes that were operated within the Blue Prism Group as a standalone group. It is anticipated that for the 2023 financial year these approaches will be revised in order to align where appropriate with the policies and processes operated more generally across the SS&C Group.

Further details about Blue Prism can be found on our website at the following link: <https://www.blueprism.com/>

Our ultimate parent company, SS&C Technologies Holdings, Inc., is based in Connecticut, US. Further details about the SS&C group can be found at 'About Us' on the SS&C website at the following link: <https://investor.ssctech.com/investor-relations/overview/default.aspx>.

Our quarterly financial reporting for the SS&C group can be found at 'Press Releases' on the SS&C website at the following link: <https://investor.ssctech.com/investor-relations/press-releases/default.aspx>.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

As an organisation we could be impacted by Modern Slavery in two ways; either through our Suppliers or our Employees, although we believe the risk of Modern Slavery is relatively low. Regardless our approach reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.



Our Suppliers

We generally build in house solutions where possible and therefore do not rely upon an extensive third-party supply chain to produce the products we sell in our core business. Where we do need to make use of Suppliers, in the main, they provide services such as technology solutions, maintenance and support, premises and office management, business solutions and professional services. Our supply base tends to be local service providers or multi-national partners that have implemented robust Modern Slavery and Human Trafficking policies. We build long standing relationships with Suppliers where it is possible and make clear our expectations of business behavior through our onboarding process.

For each new supplier, due regard is given to ethical considerations including modern slavery. The employee who is responsible for procuring particular goods or service is required to assess the overall merits of the supplier, including the risk of modern slavery, as part of any procurement or tender process.

Our Employees

Similarly we have mechanisms in place demonstrating that we treat our people fairly, respectfully and equally. Here are the key policies, processes and practices in place which support this:-

Expectations of our Employees

- Employee Terms & Conditions or Handbook – signed on joining
- Code of Conduct – signed on joining
- Values – Assessment against these is a key part of the annual appraisal process
- Induction Training

Supporting SS&C and/or Employees

- Whistleblowing
- Grievance Policy
- Review of pay annually
- Background checks (on joining)
- Disciplinary Process

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we have in place the following:

- Our purchase order system provides transparency of our suppliers.
- Due diligence takes place on each new supplier prior to adding them to the system. We take a risk-based approach to due diligence based on a number of factors including value of the contract, type of contract and territory.
- We do not currently consider any area of our supply chain to carry a high risk of modern slavery. In the future, where high or medium risk areas are identified, appropriate steps will be taken to ensure that policies exist, and contractual obligations are in force to minimise the possibility of slavery or human trafficking.
- Systems to encourage the reporting of concerns and the protection of whistle blowers

TRAINING

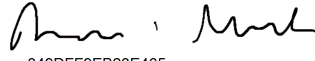
We communicate our Code of Conduct and modern slavery statement to employees and brief relevant members of staff on the subject to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We believe that slavery and human trafficking is not taking place in any part of our business or supply chains.



This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. It has been approved by the individual boards of directors and constitutes our slavery and human trafficking statement for the financial period ending 31 December 2022. Following a change in the accounting reference dates of the Blue Prism companies, this was a 14 month period beginning on 1 November 2021 and ending on 31 December 2022.

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Signed by Patrick Pedonti

On behalf of Blue Prism Group Limited and Blue

Prism Limited

Date: January 17, 2023