

Modern Slavery and Human Trafficking Statement 2024

This statement, published on February 6, 2024, is our annual statement issued by Quantexa Limited with respect to Modern Slavery and Human Trafficking ("Modern Slavery") and the UK Transparency in Supply Chains guidelines.

Quantexa is committed to a work environment that is free from human trafficking and slavery which, for the purposes of this policy, includes forced labor and unlawful child labor. Quantexa will not tolerate or condone human trafficking or slavery in any part of our global organization.

Quantexa employees, subsidiaries, contractors, subcontractors, vendors, suppliers, partners, and others through whom Quantexa conducts business, must avoid complicity in any practice that constitutes trafficking in persons or slavery.

This statement covers the policies and procedures that are applied across the Quantexa Group, under the provisions of the UK Modern Slavery Act 2015 ("the Act") and with reference to the Transparency in Supply Chains guidelines issued by the UK Home Office.

This statement covers all subsidiary companies of Quantexa Limited, subject to the provisions of the Act, as set out in further detail below.

This statement sets out the measures and procedures Quantexa takes and has taken to guard against Modern Slavery taking place in our own operations, our supply chains, or through business with our customers.

About Quantexa

Quantexa Limited is a company registered in England & Wales (10045407), headquartered in London, whose registered office is:

Hill House,
1 Little New Street,
London, EC4A 3TR

Quantexa Limited is the parent company of the Quantexa Group entities, as set out in further detail below.

Quantexa is a global leader in Decision Intelligence solutions for the public and private sectors, empowering organizations to establish confidence in their data, reach new levels of organizational efficiency and build business resiliency.

Using the latest advancements in AI, Machine Learning and advanced analytics, Quantexa's Decision Intelligence Platform gives customers the ability to understand their data by connecting siloed systems and visualizing complex relationships. The result is a single view of data that becomes their most trusted and reusable resource across the organization. Quantexa solves major challenges across data management, customer intelligence, KYC, financial crime, fraud and security and risk, and throughout the customer lifecycle.



The Quantexa Decision Intelligence Platform enhances operational performance with over **90% more accuracy** and **60 times faster analytical model resolution** than traditional approaches. Founded in 2016, Quantexa now has more than **700 employees** and thousands of users working with billions of transactions and data points across the world. The company has offices in 10 countries and territories across Europe, Asia, North America, and the Middle East.

Quantexa employs approximately 700 full-time staff from offices in ten countries and territories across our geographical regions: Europe, Asia, North America, Middle East and the Far East.



Quantexa's Policies on Modern Slavery and Anti-Human Trafficking



Employees

Quantexa value its employees. They have the right to be treated with dignity and respect, and in accordance with applicable laws, regulations, or policies. We do not tolerate unlawful discrimination, bullying, or harassment in any form.



As part of the Quantexa "Speak Up" program, Quantexa has implemented a whistleblowing initiative that allows all employees to report any breach of confidence, whether intentional or unintentional, while maintaining their anonymity.

Quantexa has proactively conducted whistleblowing compliance training to ensure that all employees are well-informed and educated on this matter. The previous whistleblowing policy has been replaced by a "Speak Up" policy, aimed at creating a secure-and-controlled environment where all employees feel comfortable reporting any breach of confidence anonymously. It's worth noting that this process will be extended to include all partners and suppliers in 2024.

Quantexa observes and respects agreements and local legal frameworks with recognized employee representative bodies, in line with our internal industrial relations principles across our global operations.

Quantexa has implemented several policies for our employees to better understand their role and obligations with respect to modern slavery and anti-human trafficking, which are published on a dedicated page on our intranet. These include Ethical Trading, ESG, Anti Bribery and Corruption, Whistleblowing and Fraud Prevention, and Facilitation of Tax Evasion.

As part of our enhancements in this area, Quantexa is in the process of implementing a new Code of Conduct, together with a comprehensive training program for all our colleagues.

Quantexa's Policies on Modern Slavery and Anti-Human Trafficking



Suppliers

Quantexa assesses our suppliers against their potential risk with respect to ethical conduct and potential harm to people or the environment.



A key area for development for Quantexa, which was introduced and enhanced in 2023, is our **Third-Party Code of Conduct**. This code was implemented to make our suppliers aware of the values and standards that Quantexa maintains. Suppliers must comply with all relevant legislation, regulations, and directives in their respective countries, and with the requirements in Quantexa's Third-Party Code of Conduct.

The Third-Party Code of Conduct includes provisions with respect to ESG, Ethical Employment, Anti-human Trafficking, Supplier Diversity and Inclusive Supply Chain, Harassment and Complaints, Whistleblowing, Health & Safety, Conflicts of Interest, Anti-bribery and Corruption, Sanctions, and Fraud Prevention.

As a part of Quantexa's supplier onboarding process, we have put in place an enhanced diligence and screening process for new suppliers. This process makes use of a third-party screening service, which screens potential suppliers for a variety of risks, including key risks that are associated with modern slavery: human rights abuses and corporate complicity; forced labor; child labor; discrimination in employment; occupational health and safety issues; poor employment conditions; and corruption, bribery, extortion, and money laundering.

Quantexa expects suppliers to respect the human rights of their employees and of the communities in which they operate, and that they require the same of their own suppliers.

The Code of Conduct explicitly prohibits the use of forced labor and child labor and requires that suppliers respect labor rights including non-discrimination and the right to freedom of association.

Suppliers are assessed as to material risks and, where considered reasonably appropriate in accordance with our policies, are required as part of our contractual terms of engagement to commit to comply with our Third-Party Code of Conduct, or to maintain and adhere to their own equivalent standards.

Quantexa's Policies on Modern Slavery and Anti-Human Trafficking



Customers

Quantexa seeks to ensure that software products, professional services, and the capabilities we provide to our customers do not pose a potentially unacceptable ethical risk to people or the environment.



To align to our values in this respect, Quantexa has, over the course of 2023, further developed its **Engagement Policy**, which is overseen by an **Ethics & Risk Committee** including members of the senior leadership team and external third-party advisors.

Employment



Quantexa undertakes several measures designed to prevent forced and compulsory labor in our workforce.

All newly hired employees and contractors undergo background vetting checks. These can include, to the extent legally permissible, identity, address, credit, criminal records, or fraud and anti-money laundering checks, as well as media searches.

This enables us to confirm our employees' identity, employment history and qualifications, right to work, potential risks for mitigation, and to confirm there are no legal restrictions to employing them. It also validates that new hires have the right to work in their employing country and that they have no recorded criminal associations.

Quantexa always seeks to pay our employees fairly and in accordance with applicable laws. Our pay framework provides guidance for pay decisions.

A key initiative, which we enhanced in 2023, is our whistleblowing procedure. This ensures that all employees globally can raise work-related complaints either through line management or, if preferable, in confidence or anonymously through an independent hotline. Quantexa will, as part of this initiative, introduce enhanced measures to monitor and report concerns or emerging trends.

Appropriate disciplinary action, which may include steps up to and including dismissal, may be taken against those who engage in inappropriate conduct in breach of their contractual terms or our policies and procedures.

Employee engagement is at the core of Quantexa's values and Quantexa proactively seeks feedback from our colleagues with careful reviews of any concerns raised or areas for improvement including through direct engagement and the use of Peakon as our employee engagement program.

Our senior leadership team engages directly with employees to ensure that workforce engagement and the employee voice are considered at the Board level.

Effectiveness



Quantexa has a high engagement across our employees with a high return of feedback adopting our employee satisfaction and engagement surveys, which are undertaken on a regular basis.

As part of ensuring we maintain pay equity and show our colleagues we are committed to equity, inclusion, and fairly rewarding them, Quantexa engaged a leading external supplier to provide a benchmark of remuneration across our business.

Due diligence and appropriate checks have been undertaken and recorded on all suppliers.

Where risks have been identified, enhanced due diligence has been undertaken including specific additional questions or measures being mandated by Quantexa senior leadership.

Quantexa employees are made aware of their employment rights through a variety of channels, including written employment contracts and policies, and procedures found in employee handbooks and on our intranet. Employees receive training on a variety of human rights related issues, including but not limited to diversity and inclusion, bullying, harassment and racism, anti-money laundering, data privacy and bribery, and corruption.

We have evaluated our inherent risk of Modern Slavery and determined that there is a heightened risk in some areas of our supply chain, and in the supply chains of our customers.

Quantexa recognizes that the introduction of key performance indicators to continue to monitor and assess the effectiveness of our values in this area will be a priority to focus on over the next financial year.

Governance



Quantexa's approach to the measures set out in this Statement have been led by the senior leadership of Quantexa and developed and coordinated with resources across our functions.

This Statement is issued by the Chairman on behalf of the CEO and Board of Directors of Quantexa Limited and those Quantexa Group entities listed below.

The Quantexa Group entities are:

- Quantexa Canada Limited, a company registered in BC, Canada (733259287)
- Quantexa Inc., a company registered in Delaware, USA (32-0545797)
- Quantexa BVBA, a company registered in Belgium (BE 0723 501 521)
- Quantexa Netherlands B.V. a company registered The Netherlands (864377332)
- Quantexa S.à.r.l, a company registered in Luxembourg (B255815)
- Quantexa Spain, S.L., a company registered in Madrid, Spain (B72480130)
- Quantexa France SAS, a company registered in France (979 802 774)
- Quantexa Switzerland GmbH, a company registered in Zurich (CHE-277.146.438)
- Aylie Ltd, a company registered in Republic of Ireland (519734)
- Quantexa Pte. Limited, a company registered in Singapore, (201901927E)
- Quantexa Pty Limited, a company registered in NSW, Australia, (623 027 234)
- Quantexa Japan KK, a company registered in Tokyo (8010001236188)
- Quantexa Technology Limited, a company registered in DIFC, Dubai, UAE (6051)

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