

Modern Slavery Act Statement

As a process transformation company, Sutherland rethinks and rebuilds processes for the digital age by combining the speed and insight of design thinking with the scale and accuracy of data analytics. We have been helping customers, across industries from financial services to health care, achieve greater agility through transformed and automated customer experiences for over 30 years.

As a chartered member of the United Nations Global Compact, Sutherland denounces human rights abuses. It has adopted the United Nations' universal principles on human rights, labor, the environment, and anti-corruption, and it is taking actions to advance social responsibility goals that support delivering lasting benefits to people, communities, and markets that it serves.

In accordance with Section 29 of the Modern Slavery Act 2015, Sutherland declares the explicit prohibition of slavery, servitude, forced labor or human trafficking within its supply chain. It has established measures and put policies in place applicable to its own workforce and suppliers to protect the integrity of these mandates. These measures ensure that modern slavery plays no part in the production, development or delivery of the products or services Sutherland provides and they are based on:

- i. The Sutherland Global Services Inc., Code of Conduct
- ii. The Sutherland Global Services Inc., Third Party Code of Conduct and related Third Party compliance certification

To obtain a copy of the Code of Conduct, please contact the Sutherland Global Services Ethics and Compliance Office: Corporate.Compliance@SutherlandGlobal.com.

The Third Party Code of Conduct sets out specific requirements for suppliers on human rights and the elimination of all forms of forced and compulsory labor. A copy can be located on the company's website in the Social Responsibility page: <http://www.sutherlandglobal.com/Sutherland-Social-Responsibility.aspx>.

Governance

Sutherland Global Services Inc., policies are designed to reflect commercial and local conditions and are reviewed for updates based on legislative and regulatory changes.

Legal Compliance, labor and supply chain management processes are governed by dedicated resources and overseen by Executive Management committees.