



Modern Slavery Statement

2023

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Introduction

This Statement is Bigtincan Holdings Ltd's first Modern Slavery Statement ("Statement") and covers the period of 1 July 2022 to 30 June 2023 ("Reporting Period").

This Statement applies to Bigtincan Holdings Ltd (ASX:BTH), all subsidiary entities, their affiliates and related bodies corporate (together, "Bigtincan", the "Company", "we", "us" or "our"). Bigtincan has subsidiaries across Australia, North America and Europe. Its primary operating entities are Bigtincan Mobile Pty Ltd, BTC Mobility LLC, Bigtincan UK Ltd and Brainshark Inc. All are 100% controlled by Bigtincan Holdings Ltd.

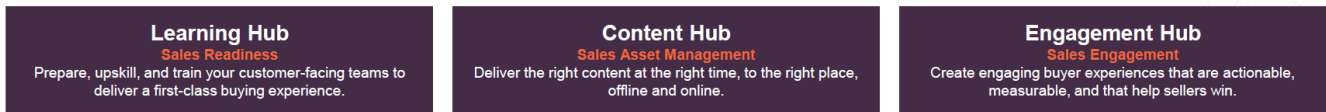
This Statement has been produced in accordance with Australia's Modern Slavery Act 2018 (Cth)(the "Act") and Bigtincan's Modern Slavery Policy. This statement outlines the steps Bigtincan has taken to identify and address the risks of modern slavery to its supply chain and business operations.

Structure, operations and supply chains (Our Business)

Bigtincan is an ASX-listed global software company providing a leading end-to-end AI-powered sales enablement automation platform. Bigtincan enables customer-facing teams to intelligently prepare, engage, measure and continually improve the buying experience for their customers.

Bigtincan does this through its comprehensive cloud-based sales enablement software platform that helps enterprises train their individual sales contributors, deliver the right content and facilitate engagement with prospective customers. Three "hubs" come together to form a complete solution and provide an on-ramp for multiple customer use cases:

- Learning / Readiness: prepare customer facing teams
- Content: create, personalise and interact with digital assets
- Engagement: interact with buyers and measure responses



Bigtincan is headquartered in Sydney, Australia and Boston, USA with approximately 300 people across its operations. Bigtincan also has staff in the UK, Denmark and Switzerland.

Our position on Modern Slavery

As a business, Bigtincan is committed to conducting operations by respecting its employees and treating everyone fairly and consistently to create a workplace and business environment that is safe, ethical and trusted. We believe that these core values are paramount to ensuring that Bigtincan is a business where people want to work and that our customers want to be associated with. These core values are the pillars of Bigtincan's commitment to ensuring that we reject all forms of modern slavery such as servitude, human trafficking, forced labour and marriage, child labour and debt bondage. Our commitment is shown through identifying and managing all forms of risks related to human rights across our business and through the management of our supply chain.

Governance Framework

The Bigtincan Code of Conduct outlines the ethical standards expected of all our directors, employees, contractors, sub-contractors, consultants and any individual performing work for Bigtincan. Bigtincan is committed to maintaining ethical standards in how we conduct our business activities and manage stakeholder relationships. The Code of Conduct is supplemented with additional policies that form part of a broader business conduct framework which includes policies such as the Board Charter, Audit and Risk Committee Charter, Remuneration and Nominations Committee Charter and Whistleblower Policy. The Board of Bigtincan recognises that a strong governance framework must be maintained and reviewed on a regular basis.

Modern Slavery Risks

During FY23 we progressed our work on identifying and assessing modern slavery risks in our operations and supply chains. Bigtincan's operations are focused on the development of software and management of related systems to provide it to customers as a service. Bigtincan is a software as a service company and as such has very little physical equipment required in our supply chain and our workforce is composed of skilled labour. The development of software is primarily undertaken by staff directly employed by our company or a 100% owned subsidiary, all of which are based in OECD countries. As such, we consider our operations to pose a relatively low risk of concealing or contributing to modern slavery.

Addressing Modern Slavery Risks

Bigtincan is committed to undertaking an annual assessment of its supply chain to identify risks relating to modern slavery. This includes systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistleblowers.

Bigtincan commenced work to enhance internal processes to mature and centralise elements that will improve our controls and oversight of our supply chain and business operations.

Addressing Modern Slavery Risks (Actions) and assessing effectiveness

Based on the nature of our industry and the geography of the operations we conduct, we believe that we are at a relatively low risk of directly causing or contributing to the issue of modern slavery. However, to address the risk that we may indirectly and unintentionally contribute via the suppliers we purchase our products from, our ongoing focus will be to improve our understanding of our supply chain, purchase more selectively with a view to improved

employment practices and to reject any association with companies we suspect of involvement in modern slavery.

We plan to:

- Progressively add language to our standard contractual terms for suppliers that they comply with all applicable federal, local and international laws and regulations (including modern slavery and human trafficking laws) that apply wherever they do business.
- Provide appropriate training on modern slavery to relevant individuals in the company.
- Commence development of a supplier code of conduct which would set out our expectation that suppliers will operate in full compliance with laws and regulations with regard to human rights, labour rights, workplace health and safety, environmental management and modern slavery. This would include an expectation that suppliers influence their own supply chains to adopt a safe, fair and ethical approach to their operations.
- Regularly review our overall risk areas within the Audit and Risk Management Committee and the executive leadership team.

Consultation and Approval

This Statement is made in accordance with the Act and constitutes Bigtincan's Modern Slavery Statement for the Reporting Period.

This Statement was approved by the Board of Directors of Bigtincan on 29 November 2023.



Tom Amos

Chair, Bigtincan Holdings Ltd