

Verint Systems (Australia) Pty Ltd

Modern Slavery Statement

(for year ending 31 December 2025)

Introduction

Verint Systems (Australia) Pty Ltd ("Verint Australia") remains committed to strengthening its governance, ethical conduct, and human-rights compliance frameworks, including enhanced transparency in accordance with the Modern Slavery Act 2018 (Cth).

The Verint Code of Conduct establishes clear behavioural, ethical, and compliance expectations for all employees, including adherence to human rights and labour standards. These expectations are expressly extended to all entities with whom we engage across our global supply chains.

We have continued to strengthen our approach to modern slavery risk identification, mitigation, and due diligence. During this reporting period, Verint Australia implemented additional enhancements to its internal controls, training, and supply-chain oversight to better align with the requirements of the Modern Slavery Act 2018 (Cth) and evolving industry best practice.

Our Organisational Structure and Business

Verint Australia is an Australian-incorporated entity within the global Verint group, a provider of Customer Engagement software solutions across a diverse range of industries. Verint Australia has one subsidiary but does not otherwise own or control additional employing or purchasing entities.

Our solutions are predominantly provided via Verint's secure cloud-based platform, leveraging global resources, technology partners, and service providers. Given the digital and data-driven nature of our business, we recognise the importance of monitoring labour practices within offshore development, cloud-services environments, and technology supply chains.

We recognise that the breadth of our operations requires a robust and ongoing assessment of potential modern slavery risks across both our direct operations and our broader supply network. This includes assessing risks connected with the sourcing of hardware components, professional services, facilities management, and any subcontracted labour.

Our Supply Chains

Verint Australia's supply chains include professional services providers, cloud hosting providers, software development resources, hardware suppliers, facilities and maintenance providers, and other service-based vendors. Although we do not operate in sectors traditionally associated with high modern-slavery risks, we recognise that certain supplier categories—such as facilities services and offshore service providers—may present heightened risk indicators.

During the reporting period, we:

- Engaged with overseas Verint group entities to ensure alignment of standards and reporting obligations;
- Reviewed supplier responses to our Third Party Code of Conduct declaration process; and

- Monitored changes to regulatory expectations across Australia and comparable jurisdictions.

This analysis has informed ongoing enhancements to our due-diligence and supplier-review frameworks.

Our Policies on Slavery and Human Trafficking

Verint Australia maintains a zero-tolerance approach to any form of modern slavery. Our policies, including the Verint Code of Conduct and the Third Party Code of Conduct, clearly set out expectations that all employees, contractors, and suppliers act ethically and comply with applicable labour, human rights, and employment laws.

These policies are supported by:

- A global ethics and compliance framework;
- A whistleblower policy providing confidential reporting channels;
- Annual mandatory training for employees on ethical conduct, labour standards, and risk awareness; and
- Regular reporting to internal leadership and the Board.

During this reporting period, we ensured our training modules include guidance on identifying early indicators of labour exploitation, coercive workplace practices, and third-party labour-hire risks.

Due Diligence Processes for Slavery and Human Trafficking

Verint Australia has implemented a multi-layered due-diligence program designed to identify, assess, and address modern slavery risks.

Vendor Onboarding and Assessment

- All new vendors must acknowledge and comply with the Third Party Code of Conduct.
- Vendors must provide information on labour practices, subcontractor usage, and compliance history.
- Where elevated risk indicators are identified, additional due diligence is undertaken, which may include enhanced questionnaires, independent verification checks, or ongoing monitoring.

Ongoing Vendor Management

- Periodic reviews of high-risk and strategic suppliers;
- Assessment of remediation actions where risks are identified;
- Contractual requirements confirming compliance with applicable labour and human-rights laws; and
- Supplier reporting obligations, where appropriate.

Internal Controls and Employee Engagement

- Annual Code-of-Conduct training with compliance monitoring;



- Enhanced training for procurement, HR, and Legal teams on modern slavery risk identification;
- Clear escalation pathways for any suspected or actual incidents.

We also introduced targeted guidance for staff involved in higher-risk procurement, emphasising early detection and appropriate escalation channels.

Supplier Adherence to Our Values

Our supplier-governance program requires all suppliers to comply with Verint's values, legal obligations, and ethical standards. Supplier onboarding processes include detailed declarations on labour practices and agreement to comply with the Third Party Code of Conduct.

We maintain a cross-functional modern-slavery compliance committee comprising representatives from Human Resources, Procurement, and Legal & Compliance.

Assessing Effectiveness in Combating Slavery and Human Trafficking

To measure the effectiveness of our program, Verint Australia uses a combination of qualitative and quantitative indicators, including:

- Training-completion rates;
- Supplier declarations reviewed;
- Outcomes of periodic supplier assessments;
- Findings from internal procurement and governance audits;
- Reports received through whistleblower or ethics channels; and
- Improvements in supplier reporting, remediation, and monitoring.

During this period, Verint Australia monitored its vendor-enrolment processes and internal risk-evaluation mechanisms.

Approval and Reporting

This Modern Slavery Statement is made in accordance with section 13(1) of the Modern Slavery Act 2018 (Cth) and relates to the financial year ending 31 December 2025. It has been reviewed and approved by the Board of Verint Systems (Australia) Pty Ltd.

Ady Meretz
Director
Verint Systems (Australia) Pty Ltd

