

Modern Slavery Statement FY25

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Modern Slavery Statement FY25

Introduction and Commitment

Blue Yonder Group, Inc., including its global subsidiaries and affiliated and related entities (“**Blue Yonder**,” “**we**,” or “**our**”), is committed to conducting business ethically and maintaining a work environment that is free from human trafficking and modern slavery. Guided by our Core Values of Respect, Inclusion, Integrity, and Empathy, we hold ourselves and those we work with to the highest ethical standards. We do not tolerate or condone human trafficking or modern slavery in any part of our global operations or supply chain. All Blue Yonder employees (“**Associates**”), contractors, subcontractors, vendors, suppliers, partners, and others with whom we do business must refrain from any actions that contribute to trafficking in persons or slavery.

This Modern Slavery Statement (“**Statement**”) is made in accordance with the *UK Modern Slavery Act 2015* and the *Australian Modern Slavery Act 2018*.

It covers the financial year from 1 January 2025 to 31 December 2025, and applies to all legal entities within Blue Yonder, including but not limited to:

- Blue Yonder Technology Solutions (UK) Limited
- Blue Yonder Australia Pty Ltd
- Duddle Australia Pty Ltd

Structure, Operations, and Supply Chain

Blue Yonder is incorporated in the United States and headquartered at 15059 N Scottsdale Rd, Suite 400, Scottsdale, Arizona 85254.

We are the AI company for supply chain. As the world leader in end-to-end digital supply chain transformation, Blue Yonder offers a unified, AI-driven platform and multi-tier network that empowers businesses to operate sustainably, scale profitably, and delight their customers—all at machine speed.

Operations: Our core business activities include software development, system implementation, cloud-based platform delivery, customer support, and professional services. These services are delivered globally through Blue Yonder and its subsidiaries.

Workforce: As of the end of the reporting period, Blue Yonder employs over 8,100 employees (“**Associates**”) across ~40 locations worldwide.

Customers: We serve over 3,000 customers including major retailers, manufacturers, and logistics service providers.

Supply Chain: As a software-as-a-service (SaaS) company, our supply chain primarily consists of third-party software and service providers, technology hardware vendors, and outsourced services such as facilities support, catering, and cleaning. Hardware is sourced from globally recognized technology providers with strong human rights and labor standards.

We expect all suppliers and partners to comply with all applicable laws and ethical standards, including those concerning human rights, forced labor, and modern slavery. We aim to work with those who demonstrate a commitment to responsible and ethical business practices.

Risks of Modern Slavery in Our Operations and Supply Chains

Operational Risks: Our workforce is predominantly professional and either home or office-based. We do not operate in high-risk sectors such as manufacturing or construction. However, we recognize that potential indirect risks could exist in:

- Use of contingent labor for facilities or support roles, particularly in higher-risk jurisdictions.
- Travel and accommodation services sourced through third parties.

Supply Chain Risks: Although we do not operate directly in environments with a high prevalence of forced labor or human rights violations, we recognize that no supply chain is entirely free from risk, and indirect risks may arise in areas such as:

- Outsourced services (e.g., cleaning, catering, security, facilities), especially where subcontracting occurs in lower-wage countries.
- Technology hardware manufacturing, which may involve complex global supply chains and sourcing of components or raw materials from high-risk geographies.

Overall, given our business profile, we assess the inherent modern slavery risk in our direct operations and supply as low, but we remain committed to ongoing review and improvement of our due diligence process.

Actions Taken to Assess and Address Risks

As a SaaS company, Blue Yonder does not “manufacture” in the traditional sense with the use of factories. Nonetheless, we assess our supply chain to identify third-party suppliers that may present a higher risk for compliance with relevant laws, undertake mitigation measures, and conduct pre-contractual screening on all third parties with whom we do business. We require all of our suppliers and partners to adhere to local laws and regulations, including, but not limited to, anti-corruption laws, employment laws, as well as other laws governing labor practices. Our policies and contractual supplier terms prohibit the use of modern slavery in our operations and supply chains. Additionally, Blue Yonder may conduct appropriate due diligence and risk assessments on suppliers to ensure their compliance with these laws.

Relevant Policies

Blue Yonder has established a global Ethics and Compliance Program that promotes the highest standards of ethical and legal conduct. These standards apply to all Blue Yonder Associates, contractors, subcontractors, vendors, suppliers, partners, and others with whom we do business. Key policies include:

- **Code of Conduct** (available [publicly](#)) – Guides our ethics and business practices, prohibiting human trafficking and slavery within any part of our global organization. Our Code of Conduct reflects our Core Values, which prioritize the protection and advancement of human dignity and human rights in all of our global business practices.
- **Third Party Code of Conduct** (available [publicly](#)) – Requires third parties to fully comply with applicable laws regarding slavery, forced labor, and human trafficking, including this Statement. These standards form the foundation for our sourcing decisions, partner performance evaluations, and overall business growth. Third parties working for Blue Yonder and receiving the Third Party Code of Conduct agree to:
 - Adhere to the requirements and expectations outlined in the Third Party Code of Conduct; and
 - Comply with all applicable local and international laws and regulations in their operating countries. To the extent any applicable law or regulation is more restrictive than this Statement, the Third Party Code of Conduct, such law or regulation shall govern.
- **Whistleblowing and Non-Retaliation Policies** – Provide Associates with numerous reporting channels for raising concerns, and reiterates our zero tolerance policy on retaliation, providing reassurance for Associates who may hesitate to report concerns if they fear retaliation, retribution, or harassment for doing so. Associates and third parties can report concerns confidentially and anonymously (where permitted by law) through our 24/7 **EthicsLine**, available globally and in multiple languages, email, or internal reporting channels.

Training and Awareness

All Associates receive our required ethics and compliance trainings as part of onboarding, and annually thereafter. This training includes a wide range of topics, including our Code of Conduct and related policies, with dedicated modules on modern slavery and human trafficking in 2024 and 2025. We also expect our third-party suppliers to communicate the principles of the Third Party Code of Conduct to their employees and partners.

Measuring Effectiveness and Remediation

We monitor the effectiveness of due diligence and remediation efforts by tracking training completion rates and reporting those figures to the Board of Directors, conducting risk assessments, updating policies and training, and monitoring global human rights developments and legislation. We also monitor all ethics and compliance-related reports to identify any allegations or concerns related to modern slavery.

When reports of potential violations throughout our operations or supply chain – including those involving modern slavery or human rights violations – we promptly review the matter and conduct an investigation, as appropriate. This may involve engaging directly with the affected parties or suppliers, escalating the matter to legal counsel or relevant authorities, and, ending the business relationship if the issue cannot be resolved.

Consultation

Risks of modern slavery are assessed at a global level, taking into consideration the local operations of our subsidiaries. The reporting entities (wholly owned by Blue Yonder Group, Inc.) have been consulted in connection with the drafting of this statement by being advised on the preparation of the statement and having had the opportunity to participate in the preparation of the statement as required.

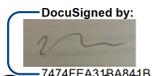
Approval and Sign-Off

This Statement was approved by the Board of Directors of Blue Yonder Group, Inc. – the principal governing body of the reporting entities – and the reporting entities listed in the Introduction of this Statement.

Signed on behalf of the Board:

For and on behalf of Blue Yonder Technology Solutions (UK) Limited, Blue Yonder Australia Pty Ltd, and Doodle Australia Pty Ltd:

- **Full Name:** Holly Gibeaut
- **Title:** Director
- **Date:** 05 January 2026 | 2:40 PM PST
- **Signature:**

DocuSigned by:

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Where to Go with Questions and Concerns

For questions or guidance on this document, contact Ethics&Compliance@blueyonder.com.