

Modern Slavery Statement

Workato Australia Pty Ltd

ABN 81 672 747 714



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About this Statement

This Modern Slavery Statement is made by Workato Australia Pty Ltd ("**Workato Australia**", the "**Company**") for the financial year ending **31 January 2025**, and is made in accordance with the **Australia Modern Slavery Act 2018 (Cth)** ("**Australian Act**").

While Workato Australia Pty Ltd does not meet the annual consolidated revenue threshold under the Act on a standalone basis, we are part of the broader Workato global group, which does meet the reporting threshold. As such, we recognise our responsibility to contribute meaningfully to the Group's commitment to addressing modern slavery risks and promoting ethical conduct across our global operations.

Workato is fully committed to the elimination of modern slavery and human trafficking, in alignment with the principles outlined in the UN Declaration of Human Rights. As a global organisation, we uphold all applicable laws and regulations and are dedicated to taking active measures to prevent modern slavery across our operations, business relationships, and supply chains

At Workato Australia, we are committed to conducting all aspects of our business in keeping with the highest ethical standards and expect all employees and other persons acting on our behalf as well as our suppliers and subcontractors to uphold this commitment.

This Statement outlines the steps we have taken to identify, prevent, and address the risks of modern slavery within Workato Australia and supply chains. We believe that a proactive approach is essential to fostering a fair and equitable working environment for all, and we are committed to continuous improvement in this vital area.



1 Our Structure, operations, and supply chains

1.1. Our Structure and Operations.

- 1.1.1. Workato Inc. is a U.S.-based multinational software company specializing in enterprise automation and integration. Founded in 2013 and headquartered in Mountain View, California,
- 1.1.2. Workato offers a cloud-native platform that enables organizations to seamlessly integrate applications, automate workflows, and orchestrate artificial intelligence (AI) across diverse systems and data sources.
- 1.1.3. As of 31 January 2025, Workato Australia employs 24 personnel, comprising primarily full-time employees alongside a smaller number of contractors. The workforce predominantly consists of highly skilled professionals. Workato Australia ensures that all employment contracts are compliant with applicable Australian employment legislation.

1.2. Our Supply Chain

- 1.2.1. At Workato Australia, our direct suppliers are limited in number and are primarily located in Australia. These suppliers provide professional services, including accounting and taxation, insurance cover, and hotel services used for travel and accommodation.
- 1.2.2. We do not manufacture goods or source from high-risk sectors or jurisdictions known for exploitative labour practices.
- 1.2.3. All procurement activity across the Workato Group, including that of Workato Australia, is centralised and managed by the Group procurement function. This ensures that our risk mitigation systems and methods in relation to our suppliers are implemented consistently.
- 1.2.4. Workato Australia acknowledges and recognises that modern slavery risks in our supply chain will extend beyond our Australian entity and the suppliers with whom we directly contract. Our suppliers are expected to manage their business and supply chain in line in a manner that respects human rights as set out in the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.

1.3. Our Workplace

- 1.3.1. We are committed to compliance with relevant local and national laws, community expectations, and ethical standards related to modern slavery and human rights with respect to our employees, our contractors, and our business operations.
- 1.3.2. Workato Australia is committed to building and maintaining a safe and inclusive workplace, treating everyone fairly and with respect, and providing a workplace free of discrimination and harassment by co-workers, supervisors, managers, customers, suppliers, or visitors. Workato Australia strictly prohibits threats, acts of violence, and physical and psychological intimidation.
- 1.3.3. Our employees are encouraged to report genuine concerns about any conduct or activity they believe is unethical, illegal, fraudulent, undesirable, or corrupt and we offer a variety of channels for them to do so, including an anonymous reporting link and a dedicated email for these purposes.



2 Modern Slavery Risks in Our Operations and Supply Chains

2.1. Potential risks in our operations and supply chain

- 2.1.1. Given our business model and supply chain profile, Workato Australia assesses the risk of modern slavery within our operations as low. Our workforce comprises skilled professionals employed directly by us, with employment arrangements governed by applicable local laws and market practices.
- 2.1.2. Workato Australia does not manufacture or supply physical products. Our supply chain is relatively short, uncomplicated, and comprised of mostly established professional service providers in the accounting and taxation, insurance cover, and hotel and accommodation sectors.
- 2.1.3. The primary area of potential risk lies within our supply chain, specifically with third-party service providers. However, these suppliers are well-established Australian-based companies, operating in highly regulated professional service sectors. As such, the risk of modern slavery practices in these relationships is considered minimal

3. Actions taken to Assess and Address Modern Slavery Risks

Workato Australia has implemented the following steps to mitigate modern slavery risks in our operations and supply chain. Our assessment is that the risk remains low due to the nature and profile of our suppliers, and no adverse indicators were identified in the reporting period.

3.1.1. Governance

- We have established a Group-wide **Anti-Slavery Policy** that sets out our commitment to preventing modern slavery and human trafficking across all our operations and supply chains. This policy serves as the foundation for our due diligence framework, guiding how we identify, assess, and manage the risks of modern slavery.

3.1.2. Supplier assessments

- We conduct due diligence on suppliers, including risk assessments, supplier audits, and requiring adherence to our **Third Party Code of Conduct**.
- Workato Australia does not engage any supplier knowingly involved in modern slavery and/or human trafficking and/or who does not pay their employees the minimum wage where applicable.

3.1.3. People

- We ensure all legal obligations are complied with in the recruitment and onboarding process;
- An appropriate level of due diligence is conducted on prospective employees prior to them joining Workato, including a robust selection process, background checks, and employment references.
- Workato recruits, promotes, and develops its employees on the grounds of merit and capability and has a well-developed culture of diversity and inclusion.

3.1.4. Grievance mechanisms



- We have an open-door policy and encourage our employees to raise concerns or feedback especially those of a legal and ethical nature. They may also raise their concerns through any of the reporting channels outlined in our **Whistleblower Policy**.

4. Monitoring and Continuous Improvement

- 4.1. At Workato Australia, our approach to addressing modern slavery will continue to evolve, focusing on continuous improvement.
- 4.2. We recognise that consistency and capability building is key to facilitating the effective implementation and continuous improvement of a modern slavery reporting model.
- 4.3. Our objective is to embed modern slavery and human trafficking risk management into our standard processes and as such, we plan to incorporate risk management practices into our business culture, processes, behaviors, and operating frameworks.
- 4.4. In FY2025, Workato Australia is committed to:
 - 4.4.1. Introduce staff awareness and training on modern slavery risks and the requirements in Australia.
 - 4.4.2. Strengthening supplier due diligence processes for any future supplier engagement.
 - 4.4.3. Reviewing our contractual terms to include anti-slavery provisions in our contractual documentation with suppliers/ third parties.

5. Consultation

- 5.1. In preparing this Statement, Workato has consulted with relevant stakeholders, to ensure a comprehensive understanding of modern slavery risks and best practices in addressing them.

6. Approval

- 6.1. This Modern Slavery Act Statement was approved by the principal governing body on 13 June 2025 and is signed on its behalf by Mr John Deeb.

Signed by:

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John Deeb

Director, Public Officer

Workato Australia Pty Ltd

Jun 12, 2025 | 10:31:05 PM PDT