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Verint Systems (Australia) Pty Ltd Modern Slavery Statement

Introduction

The [Verint Code of Conduct](#) underpins how all of our employees are expected to behave, and we expect the same of our supply chain partners.

We are proud of the steps we have taken to monitor and combat human trafficking in our supply chain and will continue to work hard to ensure that we maintain these high standards. We provide training to our staff on an annual basis to uphold the Verint Code of Conduct.

Our Organisational Structure and Business

Verint Systems (Australia) Pty Limited ("Verint Australia") is an entity incorporated in Australia and is a member of the global Verint group providing Customer Engagement software solutions across a range of market sectors. Verint Australia does not own or control any other entities.

Verint solutions enable organisations of all sizes and across many industries to enhance customer experiences and make more timely and effective decisions. Please see our global [corporate social responsibility materials](#) for more information. Verint's customer engagement solutions are sold predominantly using Verint's cloud platform.

Our Supply Chains

Due to the nature of our business, we have a diverse supply chain which includes a range of vendors globally including professional service organisations. During the reporting period, Verint Australia has analysed its operations and supply chains to identify modern slavery risks, including engagement with other overseas entities in the Verint group of companies. While Verint Australia does not rely on construction, mining or manufacturing as part of its operations and supply chains, this analysis indicates that maintenance services for Verint Australia's offices obtained from third parties may still be at a higher risk of modern slavery and accordingly we have and will continue to monitor these.

Our Policies on Slavery and Human Trafficking

Verint Australia is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains or in any part of our business. The [Verint Code of Conduct](#) applicable to all Verint staff, and our [Third Party Code of Conduct](#) reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our supply chains.

Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk we ask all our vendors to declare that they have reviewed, understood and will adhere to our [Third Party Code of Conduct](#). In



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In addition, our vendor management team conduct periodic reviews with relevant suppliers to ensure appropriate standards of treatment are in place for their workforce.

We have in place procedures to:

- Identify and assess potential risk areas in our supply chains relevant to the Modern Slavery requirements.
- Mitigate the risk of slavery and human trafficking occurring in our business and our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect employees and whistle blowers.

Supplier Adherence to Our Values

Verint has a zero tolerance attitude to slavery and human trafficking and have in place a supply chain compliance program including vendor agreements requiring compliance with laws. All new vendors complete an onboarding process which requires the vendor to complete a declaration in compliance with the [Third Party Code of Conduct](#) and includes compliance with ethical employment controls and to the extent relevant local law on such matters.

We have a multi-disciplinary Modern Slavery compliance team, which consists of representatives from the following functions:

- Human Resources
- Procurement
- Legal & Compliance

Our Effectiveness in Combating Slavery and Human Trafficking

We seek to form business relationships with third parties which act responsibly and are prepared unequivocally to agree to comply with the Verint [Third Party Code of Conduct](#). We intend to continue to monitor and build upon the vendor processes we have already established.

This statement is approved by the board of Verint Australia, is made pursuant to section 13(1) of the Modern Slavery Act 2018 (Cth) and is for the financial year ending 31 January 2023.



Ady Meretz
Director
Verint Systems (Australia) Pty Limited
12 July 2023

