

NinjaOne's Voluntary Modern Slavery Statement for 2023

This joint Modern Slavery Statement is voluntarily submitted in accordance with the Australian Modern Slavery Act by NinjaOne Australia Pty Ltd, and in accordance with the UK Modern Slavery Act by NinjaOne UK Ltd, and covers each entity's financial year ending December 31, 2023.

Criterion One	
Reporting Entities	<p>NinjaOne Australia Pty Ltd is a proprietary limited company organized under the laws of Australia. At the end of 2023, it had twenty-seven employees.</p> <p>NinjaOne UK Ltd is a private company organized under the laws of the United Kingdom. At the end of 2023, it had fourteen employees.</p> <p>Each entity is wholly owned by NinjaOne, LLC, a Delaware limited liability company. Neither entity owns nor controls any other entity.</p> <p>The terms "we", "us", "our", and "their" refer to the reporting entities, collectively.</p>
Criterion Two	
Structures, Operations, and Supply Chains	<p>Our operations primarily consist of promoting and supporting the sales of licenses to NinjaOne, LLC's software and SaaS products to customers located in the APAC and EMEA regions, as applicable. Our supply chains primarily include our employees; the owners and managers of the buildings where our offices are located; the providers, manufacturers, and distributors of the software, equipment, and other materials that we use; the professional advisors who assist in the execution of our legal, financial, human resources, administrative, and other similar responsibilities; and NinjaOne, LLC.</p>
Criterion Three	
Risks of Modern Slavery Practices	<p>We believe that the risk that modern slavery practices exist within our operations and supply chains is low.</p>
Criterion Four	
Actions Taken to Assess and Address the Risks	<p>We have formed this belief based primarily on the following:</p> <ol style="list-style-type: none"> 1. The low-risk nature of the industry in which we operate, the products that we promote, the members of our supply chains, and the software, equipment, and other materials that we use. 2. We choose our business partners, vendors, and suppliers with care, and, where applicable and appropriate, we confirm or obtain sufficient assurance that they do not engage in business practices that have a demonstrable risk of causing or contributing to modern slavery or human trafficking. 3. We enforce a professional code of conduct and engage in other internal practices that ensure fair treatment and pay, safe and otherwise proper working conditions, and diversity within our workforce, and we comply with applicable labor laws and regulations. 4. We have implemented and require our employees' adherence to various internal policies, including, but not limited to, our anti-human trafficking and -slavery policy, our anti-bribery and -corruption policy, and our export control and trade sanctions policy. 5. Our company values, which inform the standards to which we hold our employees and business partners, prohibit us from engaging with suppliers who we have reason to believe are committing, or are likely to commit, human trafficking or slavery violations.

Criterion Five	
How We Assess the Effectiveness of the Actions	Our employees are required to report (anonymously, if desired) any conduct that they believe violates our professional code of conduct or our anti-human trafficking and -slavery policy (among other policies). To date, we have not received any such report. Further, we have not become otherwise aware of any other indication of any potential human trafficking and slavery within our business and supply chains. We will, of course, continue to monitor and assess this risk and improve upon the measures we take to ensure that this risk remains low.
Criterion Six	
Process of Consultation	The reporting entities, along with NinjaOne, LLC, consulted with each other regarding the purpose and requirements of the Australian Modern Slavery Act and the UK Modern Slavery Act and each of the criteria addressed herein. The consultation resulted in the joint drafting of this statement as well as a collaborative approach to assessing and reducing the risks of modern slavery in each reporting entity's operations and supply chains.

This statement has been approved by the Board of Directors of NinjaOne Australia Pty Ltd and the Board of Directors of NinjaOne UK Ltd.

Signed:

Christopher Matarese
 Christopher Matarese
 Director
 NinjaOne Australia Pty Ltd

Christopher Matarese
 Christopher Matarese
 Director
 NinjaOne UK Ltd