

Modern Slavery Act Statement

The United Kingdom Modern Slavery Act of 2015 requires certain companies to publish an annual statement disclosing the efforts taken to prevent slavery and human trafficking anywhere in their own business or their supply chain. The Directors and management of Jamf are fully committed to sustaining a work environment and supply chain free of human trafficking and modern slavery of any kind.

Jamf, the standard in Apple Enterprise Management, extends the legendary Apple experience people love to businesses, schools and government organizations through its software and the largest online community of IT admins focused exclusively on Apple in the world, Jamf Nation. Headquartered in Minneapolis, Minnesota, Jamf has offices across the world including Amsterdam, Austin, Eau Claire, Emmen, Hong Kong, Katowice, London, Munich, Sydney, Stockholm and Tokyo. Jamf operates largely in these jurisdictions but also conducts business in a wider number of countries around the world.

Policies and Controls

Jamf has a zero-tolerance policy around modern slavery and is committed to acting ethically and with integrity in all our business dealings and relationships. Jamf has implemented and enforces effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our distribution channels.

Risk Assessment & Due Diligence

Jamf considers modern slavery risk in our supply chain to be low, particularly because of the sector in which we operate, the limited nature of our supply chains, and the values and policies that guide the actions of our directors, officers, employees and contractors. We source goods and services from reputable suppliers and the nature of the goods and services we do procure do not demand the types of labor at risk for slavery and human trafficking.

Jamf conducts the following actions to help prevent forced labor, modern slavery, and human trafficking:

1. Partner Code of Conduct: This code sets forth the principles and ethical standards we expect our business partners to comply with, throughout the course of our business relationship. Business partners include vendors, integrators, resellers, contractors, consultants and agents.
2. Vendor Agreements:
 - All vendors are subject to legal terms and conditions with Jamf.
 - Assessments of potential vendors are conducted as part of our vendor onboarding process.
 - Vendors deemed highest risk are audited or reviewed on a periodic basis. We work closely with vendors to develop corrective action plans and carry out all audit findings.
3. Training:
 - Jamf conducts Code of Conduct training for all employees and certified annually.
 - Jamf provides Employee Awareness Training to employees involved in the procurement process on an annual process.
 - We expect our vendors to communicate the principles in the Partner Code to their employees and third-party partners through training, policy and other messaging.
4. Due Diligence:
 - Finance, Legal, Information Security, Compliance and HR teams perform detailed reviews before entering into vendor agreements.
 - High risk vendors are monitored via an industry recognized cyber security tool.
 - Performed an analysis of existing high-risk vendor compliance with Jamf's Modern Slavery Policy.
 - Completed a review of internal policies and procedures to ensure alignment with this statement.

Assessment of Effectiveness

Jamf continues to monitor and develop formal processes to conduct more thorough investigations in relation to the subject matter of this statement.

As a result of the above actions, Jamf will also consider whether to implement additional electronic tools, training or other appropriate controls on an ongoing basis.

Should Jamf become aware of any policy violations or issues related to slavery or human trafficking, we will consult with our HR and Legal Departments to ensure that appropriate measures are taken, which may include reporting this information to authorities and terminating our relationship with the supplier.

This statement is applicable to all Jamf legal entities and was approved by the Board of Directors on 05/28/2020. It will be reviewed and updated on an annual basis before being re-signed by an authorized member of the Board.

Dean Hager,
Chief Executive Officer and Director

