

Modern Slavery Statement

Rimini Street, Inc
CY2023

This Statement is made pursuant to the Modern Slavery Act 2018. The Act requires companies operating in Australia to disclose information regarding the steps taken to eradicate slavery and human trafficking from their business and global supply chains. This Statement covers the activities of Rimini Street, Inc (ABN 61 898 632 956) (**Rimini Street**), a limited liability company, of 7251 West Lake Mead Boulevard, Suite 300, Las Vegas, Nevada 89128, USA (ARBN 632 432 332) and its owned and controlled entities during the calendar year ended 31 December 2023.

This statement describes our business structure, relevant policies, and ongoing efforts to reduce the possibility that slavery and human trafficking occur in our business or global supply chains. Rimini Street respects the international human rights principles encompassed by the United Nations Universal Declaration of Human Rights, including those contained within the International Bill of Rights and the International Labour Organisation's 1998 Declaration on Fundamental Principles and Rights to Work.

Rimini Street fully supports the goals of anti-modern slavery laws around the world, including the reporting regimes set out in the Australian Modern Slavery Act 2018, the U.K. Modern Slavery Act 2015, and the California Transparency in Supply chains Act 2010.

As a business Rimini Street strives to respect and promote human rights in accordance with the [United Nations Guiding Principles](#) on Business and Human Rights in our relationships with our employees, suppliers, and partners.

This statement covers the period 1 January 2023 to 31 December 2023 and was approved by the Board of Rimini Street on 30 April 2024.

About us

Rimini Street, Inc. (Nasdaq: RMNI), a Russell 2000® Company, is a global provider of enterprise software products and services, the leading third-party support provider for Oracle and SAP software products and a Salesforce partner. The Company offers premium, ultra-responsive and integrated application management and support services that enable enterprise software licensees to save significant costs, free up resources for innovation and achieve better business outcomes. To date, more than 5,000 Fortune 500, Fortune Global 100, midmarket, public sector, and other organizations from a broad range of industries have relied on Rimini Street as their trusted application enterprise software products and services provider.

As an IT services company focused primarily on providing services, we face substantially less modern slavery related risks than many transnational companies, such as manufacturers and producers, regarding modern slavery and human trafficking, both of which are prohibited by our Code of Business Conduct and Ethics.

Our [Code of Business Conduct and Ethics](#) outlines the Core Values and the principles that we expect all of our people to observe. Our Core Values are a unifying force which connect us across functional areas, business units and geographies. Most importantly, our Core Values enable us to make a positive difference among our stakeholders, including our clients, business associates, stockholders, communities, and each other.

We expect our suppliers and business partners to uphold these core principles, as reflected in our "Supplier Code of Business Conduct and Ethics" which is published in multiple languages on our business website.

Our Core Values are:

Company – Dream big, innovate boldly, and operate at the highest ethical, professional, and quality standards.

Clients – Improve client performance significantly.

Colleagues – Build a great company that attracts, develops, inspires, and retains extraordinary people.

Communities – Leave the world better than we found it.

At Rimini Street, we take our ethical and legal obligations seriously. We recognise the importance of maintaining and promoting fundamental human rights in our operations around the world. We implement and maintain programs and policies that:

- Promote a workplace free of discrimination and harassment.
- Prohibit child labour, forced labour and human trafficking.
- Provide fair and equitable wages, benefits, and other conditions of employment in accordance with local laws.
- Provide humane and safe working conditions, including safe housing conditions, where applicable.
- Recognise employees' right to freedom of association and collective bargaining.

Our structure

Rimini Street Australia is a proprietary company, limited by shared and incorporated in New South Wales. Rimini Street Australia employs approximately 108 people. Rimini Street Australia does not own or control any other entities.

Rimini Street Inc. is the ultimate holding company of the Rimini Street group including Rimini Street Australia. Rimini Street Inc. is incorporated in the United States of America and listed on the Nasdaq Global Market.

Please refer to Exhibit 21.1 of the [Rimini Street Annual Report year ending 31 December 2023](#) for further details of Rimini Street's owned and controlled entities.

Our operations

Rimini Street is a global leader in independent, third-party enterprise software support services, serving over 5,000 clients to date. Rimini Street's services replace traditional vendor support and enable licensees of Oracle, SAP, Microsoft, IBM, and other enterprise software to save up to 90% on total software support costs, obtain greater value from their enterprise software investments and create growth.

Rimini Street offers a variety of enterprise software support services, including technology support, account management, product and security support, innovation, and new solutions for interoperability, international legal, tax and regulatory update services as well as consulting services.

Our core operations and principal offices are in Las Vegas, Nevada. However, we also conduct operations internationally in Hong Kong, the United Kingdom, Australia, New Zealand, the United Arab Emirates, Malaysia, Mexico, the Netherlands, Brazil, Germany, France, Poland, Sweden, Taiwan, Japan, South Korea, India, Indonesia, and Singapore. Globally, we have over 2,120 employees.

Modern slavery risks

We recognise that any exposure to modern slavery risk may impact our business operations and would be inconsistent with our Code of Business Conduct and Ethics. We endeavour to take responsibility for reducing the risk that we might cause, contribute, or be directly linked to modern slavery through our operations and supply chains. Rimini Street is committed to continually reviewing and enhancing our approach to managing modern slavery risks and we expect our suppliers to adhere to our Supplier Code of Business Conduct and Ethics.

Our supply chain

Rimini Street Australia's supply chain is comprised of suppliers of indirect goods and services (information technology, professional services, and marketing services). While many of our suppliers are located or headquartered in the United States of America, we also work with suppliers in other countries all around the world including the United Kingdom, Australia, China, India, France, Singapore, Philippines, South Korea, Africa, the Middle East, and Ireland.

The key types of goods and services that form our global supply chain are:

- software and IT services;
- professional services (e.g. legal, accounting, audit, tax);
- contract labour;
- financial services;

- marketing services;
- IT devices and infrastructure; and
- employee benefits providers.

We also have various indirect suppliers, including IT hardware, office supplies, cleaning services and facilities management for our offices globally.

We engage our suppliers across a variety of arrangements. Our significant suppliers are generally engaged based on long term, stable arrangements.

Risk Assessment

Rimini Street seeks to identify and minimise the risks of slavery and human trafficking in our supply chain and encourage our suppliers, as well as employees, to report any concerns regarding compliance with our Code of Business Conduct & Ethics. We have an established compliance “hotline” setup, which is available 24 hours a day for people to report their concerns.

Identifying risk and consulting with suppliers

While Rimini Street does not “manufacture” in the traditional sense with the use of factories, Rimini Street continues to evaluate its supply chain to identify which suppliers pose risk in terms of complying with relevant laws, including but not limited to laws relating to slavery and human trafficking.

Rimini Street requires that all its suppliers and partners comply with all applicable laws including, but not limited to, employment laws, anti-corruption laws and any other laws that broadly regulate how people work. We may also carry out appropriate due diligence and audits on suppliers to ensure their compliance with such laws.

We further considered our key supply relationships, based on an assessment of where we had the greatest leverage to mitigate the potential modern slavery risks that existed in the relationship. Each of our business partners, including suppliers, are required to acknowledge our Supplier Code of Business Conduct and Ethics, setting out key rules and expectation when carrying on business with Rimini Street. One of which is the commitment to support human rights and avoiding complicity in human rights violations such as modern slavery.

Governance and accountability framework

The Board of Rimini Street, and its dedicated Board Committees, recognise the importance of maintaining high standards of governance and regularly reviewing governance practices. At Rimini Street, all directors, officers, and employees are responsible for upholding and maintaining our values. Our Corporate Governance Guidelines are set out on our website.

During this reporting period, we reviewed the inclusion of modern slavery risks as part of a broader periodic review of our corporate governance documents and our existing policies and practices. We plan to conduct further reviews of our governance documents, policies, and practices in CY2024.

Policies and procedures

At Rimini Street, we select our suppliers based on objective criteria, such as quality and total cost of service. We believe in doing business with suppliers who embrace and demonstrate our high standards of integrity and ethical business conduct. We expect others working with or on Rimini Street’s behalf, including suppliers, to act ethically and in a manner consistent with our global Supplier Code of Business Conduct and Ethics.

Under our Code of Business Conduct and Ethics, in evaluating and hiring suppliers or other third parties to work on behalf of Rimini Street, our employees are required to take reasonable steps to ensure these suppliers and third parties have a reputation for integrity and act in a responsible manner consistent with our ethical standards.

Under our Supplier Code of Business Conduct and Ethics, we require our suppliers to adhere to a range of standards in relation to social and working conditions including those relating to certain recognised forms of modern slavery. For example:

- **Child Labour:** Suppliers must comply with the minimum age requirements as prescribed by applicable laws and regulations. Suppliers must adhere to our contracts or other applicable supplemental guidelines which may provide standards at a higher level. Suppliers must not interfere with a child's education by employing a child in violation of a country's compulsory education laws. Supplier may use legitimate, voluntary workplace apprenticeship programs, such as student internships, if they comply with all laws and regulations. Workers under the age of 18 must not be asked or required to perform work that is likely to jeopardise their health, safety, or well-being.
- **Forced Labour:** Suppliers must use only voluntary labour. Any form of forced labour, including bonded, indentured, or involuntary prison labour is prohibited. Human trafficking and trafficking-related activities are also prohibited, including using misleading or fraudulent recruitment practices, charging recruitment fees, denying employee access to their identity documents, failing to provide return transportation costs or an employment agreement (if required) in the employee's native language.
- **Freedom of Association:** Suppliers should respect employees' right to freedom of association including the right to collectively bargain, consistent with local laws and ensure that all employee relationships are of a voluntary nature. Employees must not be subject to intimidation or harassment in the exercise of their right to join or to refrain from joining any organisation.
- **Harassment and Discrimination:** Suppliers must promote a work environment free from verbal, physical, or mental abuse, threats, violence, or any form of harassment during employment or recruitment. Similarly, Suppliers must not engage in unlawful discrimination in hiring and employment practices such as promotions, rewards, and access to training. Employees must not be subject to discrimination based on, but not limited to, to non-job-related characteristics such as: race, colour, ancestry, citizenship, national origin, religion, veteran status, disability, medical condition, genetic characteristic or information, age, gender, sexual orientation, gender identity or expression, sex, creed, marital status, family status, pregnancy, or other legally protected status.
- **Hiring and Termination:** Suppliers must comply with applicable laws governing eligibility for employment, recruitment, and termination. Suppliers must not knowingly employ individuals who are not authorized to work, as determined by governing law.
- **Wages, Benefits, and Working Hours:** Suppliers must comply with all applicable laws governing wages, benefits, and working hour requirements, including compensation, benefits, and overtime. Accurate written records of employees' regular and overtime hours should be maintained.

The development of this modern slavery statement for the CY2023 builds upon our CY2022 Modern Slavery Act Statement, as well as our existing UK Modern Slavery Act Statement and enhances our commitment to addressing modern slavery risks in our business and driving accountability for ethical business practices across our organisation.

Training

During this reporting period, Rimini Street offered employee onboarding and annual refresher training on several company policies and procedures, including on our Code of Business Conduct and Ethics. Within our Code of Business Conduct and Ethics, readers are also referred to our Supplier Code of Business Conduct and Ethics. From January 2023, all employees globally will be required to complete a yearly mandatory Business Conduct & Ethics training and certification.

Remediation

If an incident of modern slavery was discovered in our supply chain, Rimini Street aims to promptly take such a discovery to the partner or supplier at issue. Rimini Street aims to work with the applicable partner or supplier at issue to remediate/remove any confirmed violation of the principles or terminate business with the partner or supplier at issue if the finding was disregarded or continued.

Additional initiatives and commitments

As a responsible business, Rimini Street aspires to drive trust, innovation, performance, and support our business strategies as well as to collaborate with our people and our partners to support the communities in which we work.

We are committed to creating a diverse and inclusive environment and are proud to be an Equal Employment Opportunity Employer. Qualified applicants will receive consideration for employment without regard to age, race, color, religion, national origin, sexual orientation, gender or gender identity, disability, protected veterans' status or any other characteristic protected by law.

We have earned multiple employee satisfaction awards and certifications, including: “2023 Top Workplaces USA” award from Energage; Great Place to Work® (a recognized global authority on workplace culture and employee satisfaction) certifications in Australia, France, India, Korea, Japan, Singapore, the United Kingdom and the United States; Best Workplaces™ for Women Award (United Kingdom); Best Workplaces™ for Wellbeing Award (United Kingdom); top 50 ranking from India’s Best Workplaces™ in both the “Information Technology” and “Information Technology – Business Process Management” categories; and Stevie® “Female Executive of the Year” distinction in the “Business Services” category.

The Rimini Street Foundation

Rimini Streets’ corporate charity, the Rimini Street Foundation (The Foundation) is an initiative funded by the Company to encourage our employees to “support humankind” and share our Company’s success by investing back into the communities we serve through in-kind donations, employee time, Company financial support and funded volunteer activities around the world. In 2023, the initiative celebrated its 500th charitable partnership since its launch in 2015. In 2023, The Rimini Foundation made financial donations to selected organisations in USA, Korea, Japan, Haiti, and Israel which have recognised programs in place to end child slavery, servitude, and human trafficking.

Other 2023 Rimini Street Foundation highlights include sponsoring and participating in the Susan G. Komen Foundation Walk for a Cure in Denver, Colorado, led by Rimini Street’s breast cancer support group, RMNI PINK, and the second annual launch of our \$50,000 “RMNI LOVE” Grant Program, which for 2023 was hosted in Tokyo, Japan.

Assessing our effectiveness

We are committed to ensuring the effectiveness of our actions by regularly reviewing our modern slavery processes. On an annual basis, our senior management team will conduct meetings to evaluate whether we are appropriately identifying and managing our modern slavery risks. Additionally, when engaging a new supplier, Rimini Street will assess whether our existing risk management processes remain appropriate.

We are monitoring our performance against several key performance indicators to assess the effectiveness of our actions. These include:

- the extent of compliance with our Supplier Code of Business Conduct and Ethics; and
- the number of suspected modern slavery incidents identified.

At Rimini Street, we have a dedicated Compliance Helpline for reporting incidents of non-compliance across a range of areas. The helpline provides a mechanism by which complaints can be made and directed to relevant business units to address. The process for logging and referral of complaints will identify any complaints made that specifically relate to modern slavery matters. The helpline is available anywhere in the world by phone using a special toll-free telephone number based on the country from which you are calling. In the United States, the relevant phone number is 844-754-3342. For a list of international country phone numbers, see the [Compliance Helpline](#) section of our corporate website or at <https://riministreet.i-sight.com/portal>.

During the reporting year covered by this Statement, our global risk identification processes did not identify any heightened risk of Modern Slavery with no human rights issues reported through our compliance helplines.

Consultation

As noted above, all the operational policies and procedures of all companies within the Rimini Street group derive from our corporate US Headquarters and are applied consistently across all our operations. This ensures that all entities within the group understand the standards expected of them and are aware of the actions they need to take to ensure that risks of modern slavery in their operations and local supply chains have been identified, assessed, and addressed.

Prior to being put to the Board of Rimini Street for review and approval, this statement was reviewed by: Seth Ravin, CEO, Michael Spencer, GVP and Chief Counsel, Ethics & Compliance, Megan Long, Director & Senior Managing Counsel, Ethics and Compliance, Simone Dik, Regional Manager, Ethics and

Compliance APAC, Simon Philp, VP & AGC, APAC, and Gregory Shinsky, Managing Counsel, Australia, and New Zealand.

Looking ahead

In 2024, we plan to continue taking steps to strengthen our commitment to the Act and endeavour to prevent slavery and human trafficking in our business and our supply chains. We anticipate such effort will include:

- Evaluating enhancement to our policies, processes, and procedures as appropriate considering evolving best practices.
- Raise awareness and educating our employees through Rimini Street Foundation in future support activities.
- Raising awareness and educating our suppliers and their role in upholding our commitment to human rights.

This statement was approved by the Board of Rimini Street in its capacity as principal governing body of Rimini Street on 30 April 2024. This statement was signed by Seth A. Ravin in his capacity as Chairman and Chief Executive Officer of Rimini Street.



Seth A. Ravin
Co-Founder, Chairman and Chief Executive Officer
Rimini Street, Inc
30 April 2024