Modern Slavery Statement

For the Period 1 January 2024 to 31 December 2024

Teradata Australia Pty Ltd

About Teradata Australia

Teradata Australia Pty Limited (ACN 125 071 374) (**Teradata Australia**) makes this statement pursuant to section 13 of the *Modern Slavery Act 2018* (Cth) (the **Act**) for the year ending 31 December 2024.

Teradata Australia is committed to acting ethically, with integrity and transparency in our business dealings and relationships. Teradata Australia views Modern Slavery as a gross abuse of human rights and is committed to implementing and enforcing systems and controls to identify, assess, address and proactively remediate modern slavery risks in accordance with relevant legislation, international human rights standards, regulatory obligations and good corporate governance principles.

Who we are

Teradata Australia is a proprietary limited company with its registered office in Canberra. Teradata Australia does not own or control other entities and subsequently did not consult any other entities in the preparation of this statement.

Teradata Corporation is the ultimate holding company of Teradata Australia. Teradata Corporation, a company incorporated in the United States, headquartered in San Diego and listed on the New York Stock Exchange, is the parent of a worldwide group of companies that provides cloud data analytics, data management, analytic platforms, software applications and related consulting, maintenance and support services (the **Teradata Group**). The Teradata Group employs, directly and indirectly, approximately 6,500 employees worldwide.

Teradata is proud that it has been designated one of the "World's Most Ethical Companies" by the Ethisphere Institute each year since 2010. We also have been recognised by listings on Dow-Jones Sustainability Indices which include, amongst other things, consideration of listed-companies' ethical, compliant and sustainable employment and supply chain practices.

What we do

Teradata delivers better business outcomes through technology-enabled solutions in the areas that matter most to our customers – from operational excellence and asset optimisation, to customer experience and product innovation, to finance transformation and risk mitigation. Teradata works with leading businesses in over 70 countries worldwide. Our clients include many of the top performers and best-known brands in telecom, transportation, consumer packaged goods, financial services and manufacturing.

We focus on turning the most complex and challenging data sets into high-value assets that produce high-impact insights and tangible value for the business.

Our specific solutions and services include:

- Business Analytics Solutions: analytics that unleash the breakthrough value hidden in your data;
- Ecosystem Architecture Consulting: expertise to design and deliver the right architecture to advance the business; and
- Hybrid Cloud Solutions: tailored cloud strategies and deployment plans that put analytics everywhere it needs to be.

We are data strategists and data scientists, technologists, innovators and experts in all types of analytics. We engage directly with business and IT leaders to solve urgent real-world problems and seize compelling strategic opportunities. We combine proven analytics expertise, specialized business consulting, and scalable, high-performance, analytics ecosystems. Teradata's agile analytical ecosystems solutions are market-leading and award-winning.

Our values

As set forth in our Code of Conduct, Teradata strives to demonstrate responsibility in all aspects of our business endeavours. We are committed to the communities where we work and live. Our desired behaviours include ethics, respect and accountability. Our Code of Conduct commitments include that we conduct business ethically and in compliance with our Code of Conduct and Policies, we respect others and we comply with laws. These values, qualities and commitments, combined with our policies, practices and actions described above, purposely are intended to foster a corporate culture of ethics, compliance and integrity in everything Teradata and Teradata employees do in connection with our business – to do the right things, always – including with respect to avoiding and trying to help eliminate modern slavery and human trafficking.

Our operations

Teradata Australia offers three main services to our customers: cloud and hardware-based data analytics and consulting services. Those services are delivered by a combination of employees and contractors based around Australia. We maintain physical offices in Sydney and Canberra with a virtual presence in other cities around Australia.

We engage 130 employees around the country. Our workforce is primarily composed of IT and other professionals and our activities are largely the supply of professional services and computer hardware and software to Australian business and government clients.

Our supply chain

We acquire a range of goods and services from suppliers in Australia and internationally. Categories of goods and services acquired from our approximately 65 Australian suppliers included labour hire, office operating expenses and utilities, IT hardware and software, motor vehicle and transportation, professional services, and events, training and sponsorships. We recognise that our direct suppliers will often have suppliers of their own, and those suppliers will have their own suppliers, resulting in a complex supply chain. The vast majority of our expenditure with external suppliers occurs in Australia.

We also acquire goods from other members of the Teradata Group (all of which are subject to the same procurement standards outlined in this statement). The goods acquired from other Teradata Group entities are primarily computer hardware and software, which is in turn acquired from suppliers such as Dell and FLEX.

Since our last reporting period, there have been no significant changes to our primary suppliers in this reporting period.

Modern slavery risks in our operations and supply chain

We understand that modern slavery risks refer to the potential for a business to cause or contribute to modern slavery through its operations or supply chains.

Direct suppliers - Australia

Overall, we consider the risks of modern slavery in our own operations and in our direct Australian suppliers to be generally low. The vast majority of our suppliers are located in Australia, a country with low risk of modern slavery. The 2023 Global Slavery Index ranks Australia 149 of 160 counties on estimated prevalence of modern slavery, with a vulnerability score of 7/100.

Although a significant number of our suppliers are located in Australia - and are therefore required to comply with the Act and relevant employment laws relating to minimum wages and working conditions - we acknowledge that Australian-based suppliers should not just be assumed to be low-risk. Teradata procures local labour hire and maintenance services, and workers procured for those services are often

considered a vulnerable population and are therefore a key modern slavery risk factor. This is because they are often from migrant, low socio-economic, or culturally and linguistically diverse backgrounds.

Notwithstanding that we consider there to be a relatively low risk of modern slavery in Teradata Australia's operations and supply chains, we acknowledge that certain industries are higher risk sectors for modern slavery. We see that the areas of higher risk expenditure in our Australian supply chain include:

- <u>Catering, event management and venue hire</u>: a higher risk area of spend as the hospitality industry and fresh fruits industries may involve poor working conditions including, but not limited to, wage theft and inadequate record-keeping, especially for people on temporary workers visa and migrant workers. In prior reporting years, Teradata had significant spend in this category. In the 2024 calendar year, Teradata significantly reduced its expenditure in this area and therefore did not have any material spend for catering, event management or venue hire.

- <u>Labour hire</u>: labour hire can be considered a higher risk area, particularly where the labour hire is utilising low-skilled labour.

  As with prior reporting years, Teradata's largest expenditure during the 2024 year were fees paid to Akkodis Australia Consulting Pty Ltd, part of the Adecco group of companies (**Adecco**). Adecco is a temporary staffing firm listed on the SIX Swiss Exchange. Teradata sources temporary workers from Adecco to enhance delivery of professional services to our clients. These individuals are typically well-compensated and educated, which significantly lowers the risk of exposure to modern slavery conditions. Adecco publishes an annual Modern Slavery Statement in Australia, which details the proactive measures Adecco takes to reduce the risk of modern slavery in its own supply chain. As a result, Teradata considers the risk of modern slavery from this expenditure to be low.

  Teradata's second largest expenditure were fees paid to Dell Australia Pty Ltd. Dell is part of the Dell Technologies Inc (Dell) group of companies and serves as a subcontractor to Teradata in relation to the provision of installation services and local support services for hardware. Dell publishes a Statement Against Slavery and Human Trafficking that applies to all Dell entities and also reports under the Modern Slavery Act 2018 (Cth). Dell prohibits slavery and human trafficking in its operations and supply chain and works to minimize any associated risks, including through implementation of verification and risk assessments, audits, supplier certifications and trainings. As a result of Dell's strong global commitment to ethical procurement practices, we consider the risk of modern slavery from this expenditure to be low.

Extended supply chain

The risks of modern slavery in our extended supply chain are potentially higher.

Goods that are imported into Australia that have a higher risk of modern slavery are IT hardware, laptops, computers and mobile phones. The electronics industry is recognised as a high-risk industry for modern slavery and similar mistreatment. Manufacturing often occurs in locations with minimal regulation and oversight. Forms of modern slavery identified by the Global Slavery Index and other reports present in the electronics sector include passport retention or doctoring of identity documents, restriction of freedom of movement, poor living conditions, underpayment, fines and illegal salary deductions, excessive working hours and unpaid overtime. There is also a risk that products are manufactured from raw materials, where production involved workers being subjected to modern slavery.

There is some risk that Teradata Australia may be linked to modern slavery practices through our acquisition of goods of this kind. The Teradata Group has assessed that globally in the context of its industry, business and operations, the potentially most likely, most significant, most-Teradata-influenced and highest-risk channel for modern slavery and human trafficking would be in its supply chain for Teradata-branded computer hardware products.

In relation to these goods:

- All Teradata-branded production hardware is sourced solely from one contract-manufacturer, FLEX LTD. FLEX is a founding and active member of the Responsible Business Alliance, maintains its own anti-trafficking/anti-slavery initiatives and publishes its own slavery and human

trafficking Statement. In its statement FLEX describes the measures it takes to help assure that its upstream suppliers comply with FLEX and Responsible Business Alliance Code of Conduct requirements pertaining to human rights, slavery and human trafficking.

- Teradata also acquires third-party hardware from Dell. As mentioned above, Dell's Statement Against Slavery and Human Trafficking details the processes Dell has in place to prevent slavery in its supply chain, including vendor verification, risk assessments and audits.
- Teradata may acquire small quantities of hardware from Quantum Corporation from time to time, which provides IT infrastructure for data storage and security. Quantum published a modern slavery statement under the UK Modern Slavery Act 2015 for the fiscal year ended 31 March 2022 which describes the initiatives adopted by Quantum to reduce the risk of modern slavery.

What we do to assess and address Modern Slavery Risks in our supply chain: our human rights and due diligence infrastructure

Ongoing risk assessment

We continue to incorporate and evolve comprehensive due diligence processes and procedures in our procurement to ensure that we meet the modern slavery standards under the Act.

Teradata maintains a dedicated procurement and supplier management team. Prior to being registered in Teradata's procurement systems, our suppliers are subjected to due-diligence screening and risk-assessments. In accordance with UNGP 17 and 24, our approach to this assessment is to focus on general areas of our operations and supply chains where modern slavery risks are likely to be most significant. Those who advance our due diligence screening processes, are required to meet or exceed the standards of the Teradata Code of Conduct for Suppliers and/or the Teradata Code of Conduct for Business Partners. These supplier and business partner codes incorporate: (1) the Teradata Code of Conduct; (2) the principles of the UN Global Compact; (3) the principles of the Responsible Business Alliance Code of Conduct; (4) the Teradata Conflict Minerals Policy; (5) laws and Teradata policies regarding anti-bribery, anti-corruption and trade compliance (for example, the Teradata Anti-Bribery and Anti-Corruption Policy); and (6) laws and Teradata policies regarding privacy and data protection (e.g., the Teradata Privacy Policy). Additionally, Teradata Australia maintains where possible a contractual right to audit the activities of its suppliers and business partners so that these matters may be effectively monitored. This is a step in addressing modern slavery risks which may be present deep in our supply chain where we lack complete visibility of entities that we do not have a direct contractual relationship with.

All Teradata-branded production hardware is sourced solely from one contract-manufacturer (also commonly referred to as an electronics-manufacturing-services (EMS) supplier), FLEX LTD. FLEX is a founding and active member of the Responsible Business Alliance, maintains its own anti-trafficking/anti-slavery initiatives and publishes its own slavery and human trafficking Statement. In its statement FLEX describes the measures it takes to help assure that its upstream suppliers comply with FLEX and Responsible Business Alliance Code of Conduct requirements pertaining to human rights, slavery and human trafficking.

Additionally, Teradata sources third-party branded hardware from Dell, who is also an active member of the Responsible Business Alliance and maintains its own anti-trafficking/anti-slavery initiatives and publishes its own Statement Against Slavery and Human Trafficking.

Teradata's agreements with FLEX and Dell require compliance with laws, labour standards and conflict minerals requirements, and Teradata regularly communicates with FLEX and Dell regarding, and monitors their compliance with, their agreements and obligations with respect to the supply chain for hardware provided to Teradata.

In addition, Teradata communicates and works closely with FLEX and Dell with respect to applying strong human rights, anti-slavery and anti-trafficking requirements, practices, controls and validations regarding DRC conflict minerals. Teradata, Dell and Flex are all participating members of the Responsible Minerals Initiative and apply internationally recognized processes and standards to help assure that DRC conflict minerals derived from forced labour, child labour, violence, threats of violence, slavery and human trafficking are not included in hardware provided to Teradata by these suppliers.

Teradata also leverages AWS, Google and Azure cloud environments. The supplier of the particular cloud instance acts as a subcontractor to Teradata in the provision of Teradata's cloud service. AWS is

operated by Amazon Inc, Google Cloud is operated by Google LLC (an Alphabet company) and Azure Cloud operated by Microsoft Corporation. Each of these entities publish their own Modern Slavery Statements and report under the Modern Slavery Act 2018 (Cth). As with our relationships with hardware suppliers, we require our cloud environment subcontractors to comply with laws, labour standards and conflict mineral requirements.

Teradata publishes an annual Conflict Minerals Report that describes its initiatives, processes, due diligence and progress with respect to helping make sure that Teradata-branded hardware does not include DRC conflict minerals derived from derived from forced labour, child labour, violence, threats of violence, slavery and human trafficking derived from forced labour, child labour, violence, threats of violence, slavery and human trafficking. Flex, Dell, Amazon, Alphabet and Microsoft do the same in their own Specialised Disclosure Reports, available online.

As Teradata's primary suppliers are large global entities who are subject to similar modern slavery regulations and standards, we believe this significantly reduces the risk of modern slavery within our supply chain.

In short, Teradata Australia demands that its suppliers adhere to the same high standards of ethics and integrity as Teradata Australia itself. If suppliers/partners fall short of those standards, the relationship shall be avoided in the first place, or if the relationship has already been put into place, we will work with the relevant supplier to improve relevant processes, or as a last resort, the supplier contract will be terminated.

During the reporting period, we did not identify any elements of our supply chain that may be higher risk that would require us to physically audit. This is a continuous process, and we are committed to undertaking physical inspections where our risk assessment determines this to be appropriate.

Our policies

Teradata Australia is committed to ensuring that the standards set out in the Act are adhered to across our business operations and global supply chain and that modern slavery in all forms is prevented.

Teradata Group is committed to treating all employees worldwide with respect and dignity. We strive to provide a workplace that is free from violence and discrimination. Our employees are required to comply with Teradata's Code of Conduct. Teradata requires that it, its subsidiaries and its employees (as well as its suppliers and business partners) comply with all applicable local employment and human rights laws, routinely exceeding national minimum wage legislation, where such applies. Where Teradata procures temporary/supplementary personnel via staffing agencies, we require such agencies to adhere to the same principles.

The Teradata Code of Conduct includes provisions requiring compliance with our employment policies, employment laws, labour rights and human rights, including the principles of the UN Global Compact and the Responsible Business Alliance Code of Conduct.

Our global policies prohibit harassment, discrimination, workplace violence (including threats of violence), illegal conduct and criminal conduct These policies promote diversity, inclusion and freedom of association/expression (such as with respect to workers' council and diversity-based business resource groups), and provide an internal dispute resolution mechanism to address employee grievances.

Human rights violations may be fostered and concealed by bribery, corruption and false/inaccurate books and records entries. In connection with this, Teradata has a zero tolerance policy regarding bribery, corruption and falsification of books and records (see our Anti-Bribery and Anti-Corruption Policy). Modern slavery and human trafficking can also be connected with pornography, prostitution and adult-sexually-oriented entertainment. As such, Teradata policies prohibit the use of any Teradata resources and any company-related entertainment, activities and spending in connection with these. To help assure compliance with respect to these areas, Teradata regularly blocks, audits, monitors, analyses and places heightened internal controls with respect to bribery, corruption, books and records, pornography and entertainment compliance.

Our global Conflict Minerals Policy also prohibits Teradata Corporation, its subsidiaries, employees and suppliers from utilizing conflict minerals sourced from forced labour, child labour, slavery or violence in the region of the Democratic Republic of the Congo in Africa or those who perpetrate or support such

human rights abuses. That policy includes the following statements: "Teradata opposes and condemns DRC Conflict Perpetrators, their perpetrating conduct, and the adverse consequences that conduct imposes on the people and environment of the DRC Region. Teradata supports goals, laws and initiatives that effectively (1) respect and protect human rights and the environment, (2) foster supply chain integrity, ethics, compliance, accountability and sustainability, and (3) oppose, condemn, stop, eliminate, reduce, isolate, identify and penalize DRC Conflict Perpetrators."

Teradata is a signatory to the UN Women's Empowerment Principles (the WEP). The WEP includes, among other things, commitments to: treating all women and men fairly at work – respect and support human rights and non-discrimination; and ensure the health, safety and well-being of all women and men workers.

Anyone, including all Teradata employees, can access the Teradata Ethics Helpline, allowing Code of Conduct, policy, and other ethics and compliance questions to be raised, and violations or suspected violations of such or the law to be reported, with options to do so on an anonymous and/or confidential basis. Our Code of Conduct provides that Teradata will not retaliate against an employee because they raised such a concern or in good faith reported an actual or suspected violation of our Code of Conduct, policies, or the law.

In addition to taking preventative and defensive measures to help avoid, reduce and eliminate modern slavery and human trafficking, Teradata and its employees take affirmative actions in many countries across the globe to improve quality of life and reduce or eliminate circumstances that might foster or give rise to oppression, suffering, human rights violations, modern slavery and human trafficking. These include "Teradata Cares" initiatives that focus on education and community support/development, providing employees with paid time-off for volunteering, matching employee gifts to help improve quality of life and the environment, community service grants, scholarships, and company-sponsored "Days of Caring" community support and development events. See our ESG Report.

Governance

Teradata implements, adheres to and is, where applicable, a signatory of the following policies, principles and codes of conduct which can be accessed by anyone on our Corporate Governance page:

- Teradata Code of Conduct
- Teradata Code of Conduct for Suppliers
- Teradata Code of Conduct for Business Partners
- UN Global Compact Principles
- Responsible Business Alliance Code of Conduct Principles
- Teradata Anti-Bribery and Anti-Corruption Policy
- Teradata Conflict Minerals Policy

Teradata also publishes the Teradata Conflict Minerals Report and Teradata's ESG Report in respect of yearly performance.

Teradata is a formal signatory to the UN Global Compact as an active participant. The UN Global Compact includes ten principles in the areas of human rights, labour, the environment and anti-corruption. By adopting the principles of, and becoming a signatory to, the UN Global Compact, Teradata embraces, supports and enacts, throughout our sphere of influence, a set of core commitments in the areas of human rights, labour standards, environment and anti-corruption. Our ESG Report constitutes our annual UN Global Compact COP and contains further details our commitment in this regard.

In addition to the foregoing, Teradata seeks always to comply with all applicable laws and regulations in all the countries in which we do business.

Teradata has a compliance team, led by the global Chief Corporate, Ethics and Compliance (**E&C**) Officer and the global E&C Office (which is part of our global Law Department), which also includes close involvement of the following departments at the corporate-group level and the applicable regional and country levels:
- Legal
- Internal Audit, Controller and Enterprise Risk Management
- Security
- Human Resources

- Procurement, Supply-Chain Management & Operations

The Teradata E&C process, charter and reporting/governance model are established by written corporate management policies, which, amongst other things, provides for establishing, communicating, training, certifications, establishing and operating the Teradata Ethics Helpline, monitoring, detecting, addressing, investigating, risk-assessing, implementing controls, implementing preventative actions, implementing mitigation actions, implementing disciplinary/corrective actions, senior management reporting and oversight, Board of Directors Audit Committee (**Committee**) reporting and oversight - regarding compliance requirements and practices. Teradata employees can voice concerns anonymously at any time through the Teradata Ethics Helpline. The E&C team thoroughly investigates all concerns and if any modern slavery violations were found, Teradata would take targeted action to remediate any such violations.

The Committee charter also expressly provides for oversight of Teradata E&C initiatives. Many aspects and further details of E&C governance at Teradata are described in the Teradata's Code of Conduct and ESG Report. Governance and compliance with respect to human rights, labour rights, anti-slavery, anti-human trafficking, anti-bribery/anti-corruption, compliance and controls policies are dealt with as part of and in accordance with that E&C governance model.

The Law Department personnel in various countries serve as E&C deputies. All E&C personnel have received training regarding bribery, the FCPA and E&C and continuously monitor and review new E&C developments and laws.

With respect to certain policy/compliance areas, particularised supplemental governance models may apply. For example, with respect to Conflict Minerals (which includes human rights, anti-slavery and anti-human-trafficking considerations and objectives) our Conflict Minerals Policy establishes and provides the charter for the Teradata Conflict Minerals Management Committee for conflict minerals oversight, reporting and compliance, as well as linkage to dealing with violations/non-compliance through Teradata E&C processes. This is also described in the Conflict Minerals Report in Section 10.

Training

All Teradata employees are required to undertake compulsory ethics and compliance training and to certify annually that they have undertaken such training and will comply with Teradata's Code of Conduct. The scope and extent of such training is described further in Teradata's ESG Report . Human rights, labour rights, anti-slavery/trafficking, anti-harassment/discrimination/bullying, anti-bribery/corruption, UN Global Compact principles, Responsible Business Alliance Code of Conduct principles, conflict minerals, supplier code of conduct, supplier due diligence and heightened duties of Teradata managers, amongst other things, have been included in such training over the past several years. Relevantly, the Code training for the 2024 cycle re-emphasised anti-bribery/corruption, permissible gifts and hospitality, conflicts of interest, and reporting misconduct.

Remediation Process

Teradata is committed to eradicating any form of modern slavery and human trafficking. We encourage direct reporting on potential modern slavery issues, irrespective of whether the complaint is in respect to internal or external processes. Our employees are encouraged to raise concerns with the Ethics & Compliance Office, the Law team, or the procurement team in respect to any modern slavery risks that have come to their attention. Teradata will thoroughly investigate any concerns of modern slavery within Teradata or our supply chain.

Should Teradata be faced with a situation where it has caused or contributed to modern slavery, it will seek to address the issue directly with parties involved and take appropriate remediation action, as the circumstances may require. Actions include, but are not limited to, the introduction of appropriate education and training programs; working with suppliers (if the risk has been identified in our supply chain) and exerting leverage to achieve improvement or, as a last resort, terminating the supplier contract; and reporting to local authorities where the modern slavery issue has been identified if it is considered appropriate, taking into account the importance of protecting victims. Teradata considers that terminating supplier contracts where modern slavery has been identified should be considered a last resort in remediation action, as it risks leaving workers in exploitative conditions. Teradata will always first work with a supplier when an issue has been detected to achieve improvement.

What we have done to assess and address Modern Slavery Risks in our supply chain: Teradata Australia supplier risk assessment

We are focused on continuously improving and maturing our capacity to identify, manage, address and remediate modern slavery risk and impacts each year.

In 2021, we commissioned law firm Clayton Utz (**CU**) to conduct a Modern Slavery risk assessment for the Teradata Australia supply chain. CU's Forensic and Technology Services team undertook a forensic analysis of our direct supplier base. The analysis utilised our 2020 spend data to assess supplier risk based of their location and the nature of the goods or services provided. The review adopted the classification utilised in the 2018 Global Modern Slavery Index (http://www.globalslaveryindex.org) which provides scores in three areas:

- **Prevalence measure** which is estimated from the result of modern slavery surveys and socio-economics factors underlying each country;
- **Vulnerability score** which includes variables such as governance issues, lack of basic needs, inequality, disenfranchised groups and effects of conflicts; and
- **Government response index** which includes variables such as identification and support of slavery survivors, criminal justice mechanisms for prevention and government and corporate termination of the sourcing of goods and services produced from forced labour.

The analysis identified modern slavery risks associated with particular suppliers and categories of expenditure and provided recommendations on areas of further investigation and scrutiny. We monitored our expenditure during subsequent years and determined that our 2024 spend was largely similar to our 2020 spend data, particularly as it pertains to the suppliers utilised. Accordingly, we continue to utilise the findings of the CU risk assessment report, to monitor the modern slavery risks in our supply chain and direct our efforts toward those areas.

How we measure the effectiveness of our actions to identify and combat Modern Slavery Risks in our supply chain

Teradata has not detected, encountered or received reports of any E&C matters since 2007, when Teradata Corporation became an independent publicly-traded company that involve a violation of slavery, human-trafficking or conflict minerals laws/regulations.

In our upcoming reporting year, Teradata will continue to review our policies, processes and vigilance regarding compliance with respect to these areas and E&C, improve them as opportunities arise and maintain a track-record of compliance with slavery, human-trafficking and conflict minerals laws, regulations and requirements.

Approval of this statement

This statement was approved by the board of directors of Teradata Australia Pty Ltd on 25 June 2025.

Signed by:

R. Clark

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Ross Clark
Director