

workhuman*

Workhuman Modern Slavery Statement

UPDATED 1 JULY 2026

Modern Slavery Statement

Globoforce Limited, trading as Workhuman
Updated 1 July 2026

Workhuman is strongly committed to respecting human rights in our workplace and communities as well as the dignity of all persons working on our behalf in any capacity. This Modern Slavery Statement is made on a voluntary basis in alignment with the Modern Slavery Act 2015 (United Kingdom) and applicable laws and regulations in Workhuman's operating locations. This statement applies to Workhuman's most recent financial year ended 31 December 2025.

Our business

Workhuman provides an industry-leading employee recognition platform to help companies build highly-engaged, productive workplace cultures. Workhuman is a group of companies wholly owned by Globoforce Group plc, trading as Workhuman, headquartered in Dublin, Ireland with operating subsidiaries in Ireland, the U.S., United Kingdom and Canada. Workhuman strives to uphold our core principles of human rights across each of our operating locations and throughout our supply chain.

Our commitment to human rights

Workhuman takes a zero-tolerance approach to modern slavery, human trafficking, child labour, and all other forms of compulsory labour in our business and throughout our supply chain. Our principles-based approach is aligned to recognised global human rights frameworks and the expectations of the UK Modern Slavery Act. We expect all Workhuman employees to play a role in supporting our commitment to human rights in the workplace and the dignity of all persons working on our behalf in any capacity throughout our value chain. We expect all workhuman suppliers to commit to and undertake measures to support our human rights policies. We are strongly committed to ensuring all employment relationships within our company and throughout our value chain are entered into freely and voluntarily.

Our policies regarding human rights

Workhuman's Human Rights Policy is the core document establishing our principles and commitments to the prohibition and prevention of modern slavery, human trafficking, child labour, and all other forms of compulsory labour in our business. Within this policy, we have outlined our commitments to minimizing human rights risks in our operations, applying risk-based principles when evaluating new and existing supplier relationships, undertaking fair and equal recruitment and hiring practices, and providing confidential reporting channels for employees and others to raise concerns. Our Human Rights Policy is part of the standard contract commitments we apply to our suppliers.

Workhuman's Code of Conduct and Supplier Code of Conduct reinforce our human rights commitments as the cornerstones of our corporate compliance program. Our Code of Conduct is distributed to all employees and establishes our expectations for Workhuman employees, officers and directors to uphold our human rights commitments throughout our business and value chain. Our Supplier Code of



Conduct is distributed to all suppliers and requires suppliers to adopt policies, hiring practices, due diligence procedures, and training on human rights and fair labour practices aligned to our own standards.

Workhuman has also implemented a Whistleblower Reporting Policy and confidential, anonymous reporting channels to allow employees as well as third parties to ask questions, raise concerns, or make reports relating to human rights or other ethical matters. We expressly forbid retaliation against anyone acting in good faith on the basis of a reasonable belief when utilizing our reporting channels.

Supply chain due diligence

Workhuman maintains a robust global supply chain to support delivery of our products. To ensure our suppliers comply with our values, we enter into appropriate written agreements and require our suppliers to adhere to our Supplier Code of Conduct as it relates to human rights and other core compliance obligations.

We perform due diligence on prospective suppliers prior to contracting, during onboarding, and on an ongoing basis. Due diligence procedures are risk-based and tailored to the nature of goods and services provided, geographic risks, and the supplier's industry. We incorporate ongoing monitoring procedures for reputational and compliance risks into ongoing supplier management procedures and may pursue remedial action including termination of a supplier relationship for failure to uphold our commitments to human rights.

As part of their adherence to our Supplier Code of Conduct, our suppliers are expected to implement their own human rights compliance procedures, perform reasonable due diligence of their own value chains, conduct regular training of their staff on human rights topics, and comply with applicable laws and regulations relating to fair labour practices.

Managing human rights risks

Given the nature of our business and supply chain, we assess our overall risk relating to human rights and modern slavery within our operations as low. Nevertheless, we evaluate these risks as part of our ongoing enterprise risk assessment activities and undertake other measures designed to mitigate potential risks within our workforce and value chain.

We utilise only reputable recruitment and employment agencies to support our internal recruitment teams in identifying employment candidates and verify these agencies' practices before engaging with prospective workers. We verify workers' ages and valid work permissions during the hiring process and engage both direct employees and contingent workers through appropriate employment contracts.

Similarly, we require our suppliers to adhere to human rights and fair labour standards and encourage regular reporting and accountability measures to provide further data to inform our risk-based prevention approach.

We have not identified any instances of human trafficking, modern slavery, or other compulsory labour within our operations or value chain in the past year.



Training

Relevant employees involved in procurement, supplier management, legal, and human resources activities are trained on human rights and modern slavery risks and expected to play an enhanced role in promoting awareness of Workhuman's human rights commitments and performing preventive and detective activities relating to our workforce and suppliers. As previously noted, all employees are provided with our Code of Conduct annually and required to review and acknowledge its expectations. Similarly, all suppliers are provided our Supplier Code of Conduct with its obligations incorporated into our standard commercial contracts.

Additional information

Questions regarding our human rights commitments may be directed to EthicsReporting@Workhuman.com.

This Modern Slavery Statement has been signed on Workhuman's behalf by:

Nicholas Solis
SVP, General Counsel
1 July 2026