

Anti-slavery statement

intive is committed to acting ethically and with integrity in all business dealings and relationships and comply in full with all obligations under the UK Modern Slavery Act 2015 ("MSA"). Therefore, the intive "Modern Slavery Policy" has been introduced to express the company's zero-tolerance approach to any form of deprivation of a person's liberty by another person in order to exploit them for personal or commercial gain. intive strictly prohibits modern slavery in all its operations, the supply chain and in any form, including aiding, abetting, counselling or procuring an offence under MSA.

The company and structure

intive is one of the leading software companies on the European market partnering its customers in digital transformation of products and services. Key operational areas include: Product Design, Product Engineering, Quality & Performance, Maintenance & Support, Mobile Solutions, Bespoke Software Development, Consulting IT Services and Nearshore Teams. The company's greatest assets are its people. intive has over 1600 employees in Europe, Argentina and the USA. The intive group consists of different legal entities - intive SA, intive GmbH, intive inc., intive Ltd., intive-FDV SA and intive automotive, and has a global annual turnover of approximately €83m.

The nature of intive's activity means that the risk of modern slavery within the scope of its business is rather low. Nevertheless, following the introduction of the UK Modern Slavery Act 2015, intive put in place a "Modern Slavery Policy" to strengthen its existing policies and to prevent modern slavery in any form.

The policy is applicable to all persons working for intive or on behalf of intive in any capacity, including employees and B2B contractors at all levels, directors, managers, officers, volunteers, interns, as well as external consultants, third-party representatives, agents, intermediaries and other business partners wherever located. All staff and suppliers must read, understand and comply with the Policy.

Our supply chains

Our supply chains include all the parties that make our business operations possible, from sub-contractors to office equipment suppliers. With respect to preventing modern slavery, we expect the same high standards from all our key suppliers thus we

work together with them in order to promote responsibility on the modern slavery and increase awareness, detection and prevention of this issue. To ensure all our key suppliers and contractors comply with our standards we exercise due diligence on companies we work with.

Due diligence

We have systems in place to identify, evaluate and monitor potential risk areas in our supply chains. Before engaging key suppliers and during the term of each supply agreement, a director of administration is responsible for complying with relevant anti-slavery procedures and is obliged to:

- _ensure providing each new key supplier with the Policy;
- _complete a risk assessment for each new key supplier with respect to modern slavery;
- _together with other functions, on an annual basis, map the parts of the business and the supply chain to assess risks of modern slavery and report the mapping according to the established procedures;
- _ensure incorporating in the supply agreements specific prohibitions against the use of modern slavery, enabling audits at key suppliers, as appropriate.

We introduced control measures to ensure a high level of understanding of the risks of modern slavery and human trafficking among our employees and B2B contractors.

- _Only persons legally able to work (or run business activity in case of B2B contractors) in the relevant locations can be recruited to intive.
- _All staff are informed on their statutory rights and any other benefits they may be entitled to.
- _In order to reduce the potential risk of modern slavery, HR department engages only recruitment agencies of good reputation.
- _If there is any suspicion that the agency may be unreliable with respect to preventing modern slavery, due diligence shall be conducted before engaging this agency.