



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Background

This Modern Slavery Statement sets out the steps taken by BravoSolution UK Ltd (a JAGGAER Company) during the financial year ending 31 December 2024, to understand potential modern slavery risks related to our business and supply chains and describes measures taken to address this risk, in line with the UK Modern Slavery Act 2015.

Our aim is to provide transparency in this area, and we are committed to providing a continued annual statement for each financial year. This statement references Company policies and procedures where necessary to support the statement.

We confirm adherence to all local and relevant legislation and regulations and will regularly review the policy statement to ensure continued compliance.

Our Business

BravoSolution UK Ltd is a JAGGAER company employing approximately 65 people. JAGGAER employs over 1200 people worldwide, serves more than 1,700 customers and operates in over 20 countries across the Americas, Asia Pacific, Europe, Middle East, and Africa. JAGGAER is a portfolio company of global private equity firm, Vista Equity Partners.

Our primary business provides procurement software solutions with advanced spend analytics, complex sourcing, supplier management, contract lifecycle management, savings tracking, and intelligent workflow capabilities. Our solutions suites are trusted by the world's largest education, manufacturing, health care, retail, consumer package goods, logistics, construction, utilities companies and public service organisations. Our direct workforce consists mainly of professionally qualified and skilled employees with a small number of fixed term consultants.

JAGGAER rejects all forms of modern slavery, forced labour, and child labour, supports the human rights of those we work with, we remain alert to any signs of human trafficking or forced labour, and encourage our business partners to honour this commitment.

Since March 2023, JAGGAER is a signatory to the Ten Principles of the UN Global Compact, on human rights, labour, environment and anti-corruption.

At JAGGAER we strive to support our employees to achieve a good work-life. Therefore, we offer flexible working arrangements including part-time contracts, full-remote contracts, hybrid working models and working from abroad opportunities. We put great emphasis on employee wellbeing and provide employees with different resources and internal events to support their mental health and wellbeing.

Our Supply Chain

As a Software as a Service (SaaS) company we are dependent on our suppliers to support the delivery of our services. Our suppliers predominantly consist of cloud operations, hosting and software companies.



Other third-party providers include marketing, travel, hospitality and food catering, as well as facilities management, general office supplies, recruitment, and consultants/auditors. We expect that all suppliers we engage to adhere to applicable legal and regulatory requirements in their business relationships.

More information about our company can be found at jaggaer.com.

Supplier Management

We consider our operations and direct supply chain to be lower risk for modern slavery given the nature of our business, workforce and the services we provide. With that said, we take pride in behaving responsibly and running our business the right way, and we recognise that we have a responsibility to be part of the global effort to eliminate modern slavery and human trafficking.

We have taken the following steps:

- Implemented our [Third Party Code of Conduct](#). JAGGAER expects third parties to ensure that they and their employees, workers, representatives, suppliers, and subcontractors comply with the standards of conduct set out in the Code and in other contractual obligations to JAGGAER. JAGGAER also expects them to observe applicable laws and regulations governing wages and hours, recruitment, and employment contracts; allow workers to choose freely whether to organise or join associations of their own choosing for the purpose of collective bargaining as provided by local law or regulation; prohibit discrimination, harassment, and retaliation; and not hold or destroy a worker's identity or immigration documents. In addition, they must comply with applicable environmental, health and safety (EHS) laws and regulations; to provide workers a safe and healthy workplace; to not adversely affect the local community. Third parties must also respect human rights of their employees and others in their business operations and their activities for JAGGAER; not to employ workers younger than sixteen (16) years of age or below the applicable minimum age, whichever is higher; not to use forced, prison or indentured labour, or workers subject to any form of physical, sexual, or psychological compulsion, exploitation or coercion, or to engage in or abet trafficking in persons.
- Implemented our Anti-Corruption Policy which sets forth JAGGAER's commitment to prohibiting corruption and bribery and to set forth the steps that JAGGAER takes to prevent corruption and bribery from occurring in its business activities. JAGGAER does not permit bribery or corruption of any kind, and prohibits bribery in all business dealings, in every country around the world, with both governments and the private sector.
- Conduct denied party screening, and supplier due diligence questionnaires to understand more about the environmental, social and governance practices of existing and new suppliers. This includes, but is not limited to, identifying policies that these suppliers have in place to manage risks relating to human rights, forced or compulsory labour and the protection and safeguarding of children. In some cases we also request ESG performance scorecards, with the support of a third-party ESG ratings organisation, which summarise third-parties performance on labour and human rights, environment, ethics and sustainable procurement, and elevates our modern slavery and human trafficking due diligence program.



Guidance for our People

Our standards for employment and recruitment are communicated in the form of various policies and documents. These are available to all employees on the Company Intranet. Company policies and procedures are reviewed annually or when a significant legislation or regulation change occurs. Our [Code of Conduct](#) outlines ethical and legal principles that guide our people to work with integrity, in accordance with our values, and our Procurement Policy guides internal buyers to make the right choices when procuring a new supplier. All employees receive training on preventing human rights violations as part of a wider ethics training program.

JAGGAER has written policies and procedures for raising concerns at work, outlined in the Integrity Reporting Policy. This allows employees to raise a concern they might have relating to any area of the business, its standards and compliance, in confidence. If an employee feels that they cannot share their concern with a supervisor or manager, employees also have the option to go external should they feel more comfortable doing so. The Lighthouse service is an independent third-party reporting service that allows employees to make an anonymous comment 24-hours a day, in every jurisdiction where JAGGAER operates.

Customers

JAGGAER Supplier Management provides the technology platform to enable customers to exercise supply chain due diligence and assess labour and human rights risks.

Looking ahead

JAGGAER remains committed to conducting business with the highest degree of ethics and integrity and in accordance with all applicable laws, rules, and regulations in relation to modern slavery and human rights. We will continue to take steps to exercise supply chain due diligence through our supplier onboarding questionnaires in the procurement processes, third party risk management processes, and with the support of third-party ESG ratings provider to risk assess and monitor suppliers based on their industry; increase awareness internally; and support our customers to use JAGGAER Supplier Management and get better visibility of their value chain.

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Jeff Laborde

JAGGAER Chief Financial Officer and Executive ESG Sponsor