

Slavery and Human Trafficking Statement

Modern slavery is a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

This statement for financial year ending December 31st 2023 sets out Pegasystems' approach and commitment to preventing acts of slavery and human trafficking.

Statement from Senior Management

At Pegasystems, we are committed to preventing acts of slavery and human trafficking from occurring both within our business and our supply chains. As part of this initiative, we have implemented a Supplier Code of Conduct to ensure our suppliers adhere to our high standards. We will monitor and audit suppliers to these standards going forward.

Structure of Organisation

Pegasystems Limited (which is subject to the Modern Slavery Act 2015) is part of the Pegasystems group of companies. Pegasystems designs and supplies software dedicated to streamlining business and enhancing customer engagement. The group employs nearly 6,000 people worldwide and has business operations across the Americas, EMEA, India and Asia Pacific region.

To find out more about the nature of our business, please click [here](#).

We work with a range of suppliers which support our business – for example, marketing, IT and employee benefit suppliers. Due to the nature of our business, we have a limited number of suppliers and do not consider that we operate in a high-risk sector.

Policies

As part of our commitment, we have implemented a Supplier Code of Conduct outlining the standards expected of our suppliers. This Code makes it clear that Pegasystems does not condone slavery or human trafficking in any way and it also requires our suppliers to impose those same standards on their own suppliers. You can find the Supplier Code of Conduct [here](#).

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chain, we have audited our key suppliers to our UK subsidiary, Pegasystems Limited, about the steps they have taken towards the eradication of modern slavery and human trafficking, both themselves and in their supply chains. We will continue to audit suppliers.

We also have procedures in place which are designed to:

- Establish and assess areas of potential risk in our business and supply chains;
- Monitor potential risk areas in our business and supply chains;
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains; and
- Provide adequate protection for whistleblowers.

Risk and Compliance

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we have taken the following further steps to combat slavery and human trafficking:

- We have implemented a Supplier Code of Conduct to make it clear that Pegasystems does not condone slavery or human trafficking in any way and a commitment to impose the same standards on their suppliers.
- We are incorporating the Supplier Code of Conduct in all our contracts with suppliers.
- We will audit suppliers against the standards we have set.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes the modern slavery statement of Pegasystems Limited.

Reviewed and amended June 2024

DocuSigned by:

Stephen Richards

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Senior Director (LBO)

Pegasystems Ltd