

Introduction

This Modern Slavery Statement of Camunda (the “Statement”) complies with the UK Modern Slavery Act, 2015. The Statement outlines our commitment to combating modern slavery and human trafficking in all its forms. It demonstrates the steps we have taken and will continue to take to prevent modern slavery in our business operations and in our supply chain.

The Statement affirms our established commitment to human rights and Camunda’s (collectively with its affiliates, “Camunda”, “we”, “our”) commitment against contributing to, participating in, or enabling the use of child labor, forced labor, or exploited labor, debt bondage, and human trafficking and against assisting our suppliers in doing so in any way.

Our commitment remains steadfast in upholding these principles and promoting a responsible and ethical work environment. At Camunda, every Camundi receives legally mandated benefits, working hours, and compensation. We have a Flexible Time Off policy where Camundi can take additional vacation days besides the legally mandated requirement, so long as business continuity is maintained.

Relevance for Camunda

Modern slavery occurs when an individual loses their personal freedom and is exploited for personal or commercial gain, regardless of whether they are tricked, coerced, or forced. Modern slavery includes but is not limited to child labor, forced labor, exploited labor, debt bondage, and human trafficking. According to the latest [Global Estimates of Modern Slavery \(2022\)](#) from Walk Free, the International Labour Organization and the International Organization for Migration:

- 49.6 million people live in modern slavery – in forced labor
- Roughly a quarter of all victims of modern slavery are children
- Of the 27.6 million people trapped in forced labor, 17.3 million are in forced labor exploitation in the private economy, 6.3 million are in commercial sexual exploitation, and nearly 4 million are in forced labor imposed by state authorities
- The Covid-19 pandemic has exacerbated the conditions that lead to modern slavery
- Migrant workers are particularly vulnerable to forced labor

Source: Global Estimates of Modern Slavery: Forced Labour and Forced Marriage, Geneva, September 2022

The Modern Slavery Act, 2015 (United Kingdom) requires in-scope companies to take meaningful action to prevent modern slavery in their operations and supply chains. It aims to raise awareness, promote transparency, and hold businesses accountable for their role in addressing these serious human rights issues.

Our Business and Supply Chains

Camunda enables organizations to orchestrate processes across people, systems, and devices to overcome complexity and increase efficiency continuously. Camunda is a hybrid solution for process automation and orchestration that runs as a SaaS product hosted by Camunda or, alternatively, is offered as software for on-premises installations hosted on customers' servers. As such, the solution operates as a middleware technology integrated directly into the customer's end solution. The other key factors of Camunda's offering include software maintenance, support, and consulting services. Considering the intangible nature of our product, Camunda does not conduct any manufacturing or produce hardware, thereby holding no physical production facilities.

Camunda is a remote and global company with currently around 380 employees worldwide. It operates internationally, with registered offices in the UK (London), the US (Delaware), Germany (Berlin), and Singapore. It maintains no physical offices and operates remotely. Despite Camunda being remote in nature, it has suppliers that are material for its business operations. Our supply chain consists of goods and services for our products and operations, including various tools, outsourced services for event planning or recruitment, purchase of SWAG items, and data centers.

Policies and Commitments

Our commitment is demonstrated through our internal policies and processes, including:

Camunda's Code of Ethics and Business Conduct: It articulates our stance against any form of slavery, human trafficking, or forced or involuntary labor. All Camundi acknowledge and are expected to adhere to the Code of Ethics and Business Conduct, both in letter and spirit.

Camunda's Supplier Code of Business Conduct: It prohibits the use of forced or involuntary labor of any type (e.g., slave, bonded, indentured, or involuntary prison labor). It requires that all the work arrangements between the supplier and its employees must be entered into voluntarily and that the supplier adheres to all applicable laws to prevent modern slavery. Furthermore, the supplier is expected to exert reasonable efforts to prevent such practices within its supply chain. The Supplier Code of Business Conduct is communicated to the direct suppliers and is available on Camunda's website.

Human Rights Statement: Camunda's Human Rights Statement affirms its commitment to respecting human rights and standing up for the fundamental rights and dignity of everyone associated with Camunda. Camunda conforms its business practices with the principles outlined in the United Nations Universal Declaration of Human Rights and the core conventions of the International Labor Organization, which govern international labor standards.

Whistleblower Policy: Camunda has a whistleblower mechanism in place for its employees, suppliers, and other interested third parties who want to raise their concerns or file a report related to human rights violations, including modern slavery. The whistleblower platform allows the complainant to raise their concerns or complaints anonymously. We encourage everybody to communicate with us and speak up if they have concerns and have noticed or believe in having observed wrongdoings and violations of laws. We commit to address any concern or complaint discreetly and with complete confidence without risk of reprisal or retaliation.

Risk Assessment and Management

Camunda conducts compliance checks (where required) to identify and assess potential human rights risks, including modern slavery, within its overall supply chain, both upstream and downstream. Compliance Check is a process of conducting a risk-based assessment

that involves comprehensive screening and monitoring of the risks in the areas of human rights. We assess the risks by reviewing the practices and policies of our Business Partners and our direct suppliers. This thorough assessment allows us to:

- i) Ensure that Camunda's product is not engaged in causing or contributing to any human rights-related violations;
- ii) Gain a comprehensive understanding of the actual and potential human rights impacts associated with engaging with its Business Partners or direct suppliers and;
- iii) Identify whether our Business Partners or direct suppliers are in compliance with international human rights standards laid out in the globally recognized international human rights standards such as the Universal Declaration of Human Rights, United Nations Global Compact, and the core Conventions of the International Labour Organization.

Camunda takes certain control measures where severe risks are identified, such as inserting human rights clauses in the agreements and, in extreme cases, not engaging with the Business Partners or direct suppliers. We furthermore seek assurance from our direct suppliers to adhere to the standards laid down in Camunda's Supplier Code of Business Conduct and require them to adequately ensure that similar practices are adhered to in the suppliers' supply chain, thereby cascading these standards to the indirect suppliers.

Areas of high risk of modern slavery in association with Camunda

Camunda has not identified any modern slavery risks within its business operations and, to its knowledge, with its direct suppliers. However, it acknowledges that the likelihood of modern slavery might be higher in sectors involving manual labor, such as event support, construction, facilities services, and food services. As a precaution, Camunda will seek assurance from these high-risk suppliers to ensure they align with this Statement.

While Camunda has not identified any instances or allegations of modern slavery within its business operations and has no credible reason to suspect its occurrence, it remains dedicated to taking corrective action should it be directly responsible for such practices. In cases where individual victims are identified, Camunda will immediately eradicate such practices and provide resources for reasonable and appropriate victim services to alleviate the harm experienced.

Future Actions

We are committed to continuously improving our efforts to combat modern slavery. Camunda will continue complying with applicable laws pertaining to modern slavery. In the coming year, we plan to:

- Enhance our supply chain compliance process to identify and address modern slavery risks more effectively.
- Require its wider scope of suppliers to adhere to not use, participate in, support, or tolerate modern slavery or child labor or engage in human trafficking.
- Regularly monitor and evaluate our efforts and progress in tackling modern slavery and report our findings transparently.