



Global Anti-Slavery and Anti-Human Trafficking Statement

Financial Year: 2021

Purpose of this Statement

This statement constitutes our global modern anti-slavery and anti-human trafficking statement for the financial year ending **30 September 2021**.

This statement is made on behalf of and pursuant to:

Epicor Entity	Applicable Legislation	Country	Must Epicor publish a statement?
Epicor Software (UK) Limited which is incorporated under the laws of England and Wales (Company Number 02338274)	Section 54(1) of the Modern Slavery Act 2015	United Kingdom	Yes
Epicor Software (Aust) Pty Ltd which is incorporated under the laws of New South Wales, Australia (ACN: 058 316 902)	Modern Slavery Act 2018 (Cth)	Australia	No. Epicor Software (Aust) Pty Ltd does not meet the consolidated revenue threshold under the Modern Slavery Act 2018 (Cth)
Epicor Software Corporation , which is incorporated under the laws of Delaware, United States of America	US Federal Acquisition Regulation Subpart 22.17 and 52.222-50	USA	No

About Epicor

For more than 40 years, Epicor and its international affiliates (together **Epicor**) has offered flexible, industry-specific software to the manufacturing, distribution, retail, and service industries. Epicor is part of the Epicor group of companies that operates across the globe with employees located in 23 countries. Epicor's parent company, Epicor Software Corporation, is located in the United States.

Our Global Commitment

As a company, Epicor is aware that slavery and human trafficking, including servitude and forced labour, exists in every region of the world and in all types of economy and is a growing issue. Epicor opposes slavery in all its forms and has zero tolerance to slavery and human trafficking and, as such, is committed to ensuring human rights are respected and slavery is not taking place within our operations and supply chains, wherever we operate in the world.

Risks in our global supply chain

Based upon the industry in which we operate, that being software and related professional services, which is heavily dependent on highly educated and experienced knowledge workers, we believe the risk of modern slavery or forced labour within our business or supply chains is very low. The key services and/or supplies that we procure include, space in commercial property; facilities management; professional services from third party consultants and/or sub-contractors located in advanced countries; software development services and information technology.

Whilst the risk is very low, should we identify any potential modern slavery or forced labour issues in our business or supply chain anywhere in the world, we will investigate them and take appropriate action to address any identified concerns.

Steps we have taken over the past financial year

We are proud of the steps we have taken in the previous financial year (1 October 2019 to 31 September 2020) as well as in recent years to combat slavery and human trafficking which include:

- the continued application of Epicor's Worldwide Code of Ethics and Business Conduct;
- the continued application of Epicor's Global Whistleblower Policy;
- the creation of a [Global Anti-Slavery & Anti-Human Trafficking Policy](#), a copy of which is available upon request; and

- continued third party due diligence checks.

Further steps that we intend to take this financial year

Following a review of the effectiveness of the steps we have taken over the previous financial years, we intend to take the following further steps to combat slavery and human trafficking:

- a documented review of our modern slavery risk across our global supplier network through the use of supplier assessments;
- the mandatory inclusion of our Global Anti-Slavery & Anti-Human Trafficking Policy (the **Policy**) in the contract documents provided to all suppliers, partners and contractors and a commitment by all suppliers to comply with the said Policy; and
- the introduction of annual training programme on the modern slavery risk to Epicor's global procurement teams.

Training and awareness

Epicor is in the process of preparing, and then rolling out, an annual training programme for Epicor's global procurement teams to raise awareness of human trafficking in the supply chain and the presence of modern slavery throughout the world.

On a more general level, all employees are expected to report any concerns about our business practices and/or the business practices of our suppliers and/or partners as a matter of priority and may do so on a confidential and anonymous basis via Epicor's Compliance Ethics Hotline website or, alternatively, via Epicor's Compliance Ethics Hotline, the details of which are set out in both Epicor's Worldwide Code Ethics and Business Conduct and Epicor's Global Whistleblower Policy, copies of which are accessible by all Epicor employees.

Frequency of review

Epicor's Global Anti-Slavery & Anti-Human Trafficking Statement, and its effectiveness within our business and supply chain, will be reviewed on an annual basis.

This statement was approved by Epicor's Executive Leadership Team on 1 December 2020.



Vince Lowder
Chief Legal Officer