

UK Modern Slavery Act Statement

June 2023

Preface

This statement is made on behalf of iC Consult Group GmbH pursuant to Section 54 of the Modern Slavery Act 2015 and covers the financial year ending December 2022. iC Consult Group is committed to combating modern slavery and human trafficking in all its forms and ensuring that our business and supply chain are free from such practices.

1 iC Consult Group at a Glance

iC Consult Group GmbH is the largest vendor-independent system integrator for IAM solutions. With more than 800 employees and operations in 11 countries around the world, we have been growing for over 25 years. We have successfully delivered over 5.000 projects for more than 450 customers, generating a total revenue in excess of \$118 million in 2021.

As the leading IAM provider, we support our customers in developing an identity and access management strategy that suits their specific needs. And as a vendor-independent system integrator, we help our customers find exactly the right products, delivering results-oriented, high-quality consulting and implementation.

2 Policies and Processes

At iC Consult Group, we maintain a zero-tolerance approach towards modern slavery and human trafficking. We have implemented robust policies and processes to prevent, detect, and respond to any such incidents within our operations and supply chain. These include:

Code of Conduct

iC Consult Group's commitment to ethical behavior is reflected in our iC Consult Code of Conduct as well as our iC Consult Supplier Code of Conduct. Both the Code of Conduct and the Supplier Code of Conduct are continuously evaluated and developed. The Code of Conduct sets out the ethical standards we expect all our employees to adhere to, both internally and in relation to our partners. In the same way the Supplier Code of Conduct specifies the expectation towards all suppliers and business partners of iC Consult Group. Both documents explicitly prohibit any involvement in modern slavery and human trafficking.

Supplier Due Diligence

We conduct due diligence checks on our most relevant suppliers to ensure that they comply with all applicable laws, regulations, and standards. This includes assessing their policies, practices, and commitments to human rights and labor rights. The most relevant suppliers are determined based on our purchasing volume as well as their belonging to a, what we define as "critical industry", such as e.g. mobility or hardware manufacturing.

Whistleblowing Policy

We have a confidential whistleblowing mechanism in place that enables our employees to report any concerns or suspicions regarding slavery and human trafficking. We take all reports seriously and investigate them thoroughly.

3 Supply Chain

We recognize that our supply chain plays a crucial role in preventing modern slavery and human trafficking. We strive to work with suppliers who share our commitment to ethical practices. Our supply chain comprises primarily services, including professional advisory services, travel services, IT services and hardware, as well as office supplies. While we primarily engage with suppliers directly, we also work with trusted third-party service providers who are encourage to adhere to our standards.

4 Ongoing Steps:

- We provide training to our employees to raise awareness about modern slavery and human trafficking, as part of our general CSR training.
- We continuously review and update our policies, procedures, and due diligence processes to address any emerging risks or changing regulatory requirements.
- We continue to develop our supplier due diligence processes in order to ensure compliance with our Supplier Code of Conduct and thus the prohibition of any form of modern slavery and human trafficking.
- In line with the German Supply Chain Act (LkSG) we are developing a comprehensive risk management system to identify, prevent or minimize the risks of human rights violations and damage to the environment within our supply chain.

We remain committed to continually improving our practices to ensure that there is no modern slavery or human trafficking in our supply chain or in any part of our business.

5 Endorsement of this Statement

This statement has been approved by iC Consult Group GmbH's Board of Directors and is made in accordance with Section 54(1) of the Modern Slavery Act 2015 for the financial year ending 2022.

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Chris Patrick

CEO iC Consult UK