

Unit4 Human rights report 2024

Unit4 respects the human rights of all individuals and groups that may be affected by our operations—including employees, customers, and suppliers. We maintain a zero-tolerance policy towards slavery and human trafficking and are committed to acting ethically and with integrity in all business dealings and relationships. To support this, Unit4 has implemented robust policies and processes to ensure compliance, and we are committed to preventing human rights violations across any part of our business.

Our Business Structure

Unit4 is a leading provider of enterprise applications empowering people in service organizations. With more than 2,500 employees world-wide, Unit4 delivers ERP, industry focused and best-in-class applications. Unit4 is in business for people. All operations in over 20 countries are ultimately owned by Bock Capital Topco B.V. in Dordrecht, Netherlands.

Our commitment to respect human rights is guided by internationally recognized human rights and labor standards, including those contained in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work (Core Labor Standards).

Our approach is based on key frameworks that define human rights principles for businesses (external links):

- [UN Guiding Principles on Business and Human Rights](#)
- [OECD Guidelines for Multinational Enterprises](#)
- [OECD Due Diligence Guidelines for Responsible Business Conduct](#)
- [The UN Global Compact's Ten Principles](#)

Unit4's major risks to people

Given our business model and the absence of physical manufacturing, human rights risks through our operations and supply chain are limited. Most of our suppliers are service providers. We continue to assess the following potential risks:

- Working hours, wages and benefits
- Discrimination and harassment
- Health and safety

- Raw material and supply chain
- Protection of privacy
- Labor and union rights
- Children rights
- Underrepresented communities' rights

Unit4's Human rights management

Managing and improving our human rights impact is an ongoing effort.

Policy commitment and governance

Our efforts to respect human rights is part of Unit4's Code of Ethics and Business Conduct, General Business principles and Business Partner Code of conduct, each of which are available on our website. We have set minimum requirements relating to human rights for our suppliers. These are stated in Unit4 Business Partner Code of Conduct. We expect our suppliers to comply with and promote the same principles in their own supply chain.

Document type	Title	Description
Policy	Code of Ethics and Business Conduct	Set of rules outlining norms and proper practices
Policy	General Business principles	Set of rules outlining norms and proper practices
Policy	Business Partner Code of conduct	Set of rules outlining norms and proper practices for our business partners and suppliers
Procedure	Supplier ESG questionnaire, score and qualification process	Gathering supplier information, monitoring of suppliers' ESG performance and process for selecting a supplier – roll out in progress

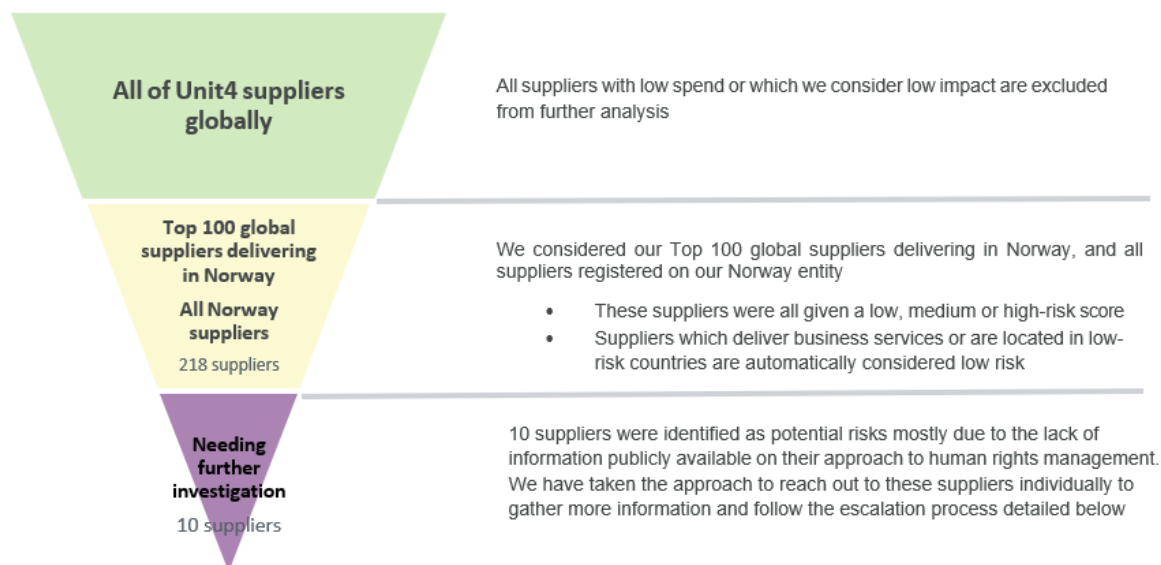
Due diligence: Identifying, assessing, acting, monitoring and communicating impacts

Scope

The scope of our due diligence for 2024 includes:

- All suppliers registered under our Norway entity
- The top 100 global suppliers (by value) delivering services or goods to Norway

In total, 218 suppliers were assessed.



Risk Identification and Assessment

Our approach begins with identifying suppliers with potential risk based on their business model, country of operation, and the nature of the goods or services provided. The majority of our supplier base continues to consist of **service-oriented partners**, which we consider low-risk, especially when operating in countries with strong legal frameworks.

In 2024, ten suppliers were identified as potential risks, primarily due to limited publicly available information on their approach to human rights management. Compared to the manual process used in previous years, this year marked a significant improvement with the introduction of Anvil's third-party risk management module. Anvil offers a centralized, data-driven platform that helps us identify potential issues related to human rights, ESG, and compliance more efficiently. Its use has significantly reduced manual effort and enhanced the accuracy and consistency of our supplier assessments.

This is further supported by the questionnaire capabilities within our Source-to-Contract platform, enabling us to gather more targeted data on supplier practices. In addition, we now have a Business Partner Code of Conduct, which includes expectations around human rights and ethical business practices. This is also referenced in our Purchase Order Pro-forma and will be a key reference point in future due diligence reporting.

Follow-Up and Escalation

For the ten flagged suppliers, the following escalation process was followed:

1. Initial request for self-assessment and additional information.
2. Where no or insufficient response was received, we escalated to direct outreach (emails,

interviews).

3. Despite repeated follow-ups, suppliers remained non-responsive, and we subsequently flagged them as ongoing risks.

In 2024, no human rights violations have been identified through our supply chain. Suppliers with no engagement remain under observation and will continue to be monitored in 2025.

Grievance mechanisms, remediation and adverse impacts mitigation

We maintain a range of channels to raise and respond to concerns:

- A company-wide whistleblower system is available to employees and contractors to report illegal, unethical, or unwanted behavior anonymously or by name.
- A public contact form is available on our website for external stakeholders, including suppliers, to raise questions or concerns. Our commitment remains to respond within three weeks.

In cases of identified adverse human rights impacts, we are committed to proportionate and fair remediation, in line with the severity and likelihood of the issue and our role in contributing to or causing the impact.

Supplier Evaluation Process

Suppliers were scored as **low**, **medium**, or **high risk** based on:

- Geography
- Nature of services
- Publicly available information
- Anvil platform data

Suppliers located in low-risk countries and delivering standard business services were automatically considered low risk.

Escalation steps for medium or high-risk suppliers include:

1. Self-assessments
2. Online interviews
3. Audits
4. Joint goal setting and improvement plans
5. If necessary, temporary or permanent suspension of cooperation

2024 Improvements

Compared to 2023/2024, we have significantly enhanced our ability to identify and assess risks, thanks to:

- The **Anvil third-party risk module** offering structured insights
- Expanded use of **Source-to-Contract questionnaires**
- Improved documentation via **Business Partner Code of Conduct**
- Integration of risk language in **Purchase Order Pro-formas**

Next Steps for 2025

Looking forward, we aim to:

- Further harmonize and implement supplier quality management and self-assessment processes.
- Refine our questionnaire criteria and escalation procedures.
- Continue to follow up on suppliers with heightened human rights risk.
- Improve our annual due diligence analytics.
- Strengthen preventive measures, including contractual requirements, training, and supplier audits.

Oslo, 6th June 2025

Board of directors for UNIT4 AS

DocuSigned by:
Rune Hellmann
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Rune Hellman
Board member, Managing Director

DocuSigned by:
Matt Bagley
550F0D06ABBC47C...
Matthew Bagley
Board member

Signed by:
June Torp
5B4C0C29DA6A4E2...
June Catrine Hexeberg Torp
Board member

Signed by:
Michal Eisenberg
EAAA0AE7A2B5411...
Michal Eisenberg
Chairman of the Board

Signed by:
Mark Clayton
13C9A8EBB00A4BD...
Mark Clayton
Board member