



Modern Slavery Statement

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that Sitetracker has taken during the financial year ending January 31, 2024, to prevent modern slavery and/or human trafficking within its business and supply chain.

About us

Sitracker is a global leader in providing project and site management software on the Salesforce platform predominantly in the telecommunications and energy sectors. We are committed to helping organizations build, deploy, and maintain the next generation of critical infrastructure faster and more profitably. Sitetracker helps innovative companies manage millions of sites and assets representing over \$150 billion in portfolio holdings.

The Sitetracker group consists of Sitetracker UK Limited, Sitetracker Luxembourg S.a.r.l., Sitetracker Germany GmbH, Sitetracker Spain, S.L., Sitetracker Pty Limited, Sitetracker Singapore Pte. Ltd, Sitetracker India Private Limited and Sitetracker Israel Ltd. Each of the foregoing entities are ultimately owned by Sitetracker, Inc., a Delaware corporation headquartered in New Jersey, US. Any reference to "Sitetracker" is a reference to every company within the group, as we uphold the values set out in this statement regardless of geographic location.

Our business

Our business is organised into several departments, including People, Legal, Finance, Sales, Product, Professional Services and Customer Success. All departments collaborate with the ultimate aim of providing software-as-a-service, support and related services to the satisfaction of our customers.

Our supply chains

To effectively provide our services, we rely on third parties to equip us with the tools we need to do so. As an internet-based payment technology business, with the majority of our suppliers being software and professional service providers, Sitetracker operates in a sector that is considered relatively low risk for modern slavery and human trafficking. In all cases, we only procure from industry-recognised and reputable providers.

Our policies on slavery and human trafficking

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies.

Our Anti-Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

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We also have the following policies in place relevant to modern slavery, which we continuously review and update:

- Code of Conduct (provided to all employees and which sets out our 0-tolerance stance on forced labour and modern slavery);
- Whistle-blowing policy as contained within our local employees handbooks (which includes information on how employees can raise concerns regarding forced labour and modern slavery.)

Due diligence processes for slavery and human trafficking

- To further mitigate this risk, Sitetracker conducts a thorough review of all new suppliers before we work with them. This due diligence involves reviews by Sitetracker's security, legal, finance, and procurement teams. Once reviewed, our suppliers contractually commit to us to comply with applicable laws in the performance of their obligations.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide regular training to our staff.

Next Steps

We will continuously monitor our business and supply chain for any noticeable changes that indicate an increased risk of modern slavery or human trafficking. Where appropriate, we commit to introducing further measures to ensure that there is no place for modern slavery or human trafficking within our business and supply chain.

Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Sitetracker's slavery and human trafficking statement for the financial year ending on January 31, 2024.

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Michael Creegan

Sitracker

Date: November 4, 2024