



# Modern Slavery Act 2015, Verint Systems UK Limited slavery and human trafficking statement

## INTRODUCTION

The Verint Code of Conduct underpins how all of our employees behave and we expect the same of our supply chain partners. We are proud of the steps we have taken to combat slavery and human trafficking in our supply chain and will continue to work hard to ensure that we maintain these high standards.

## ORGANISATION'S STRUCTURE

Verint Systems UK Limited ("**Verint UK**") is a member of the global Verint group providing Customer Engagement Solutions across a range of market sectors enabling organizations of all sizes and across many industries to enhance customer experiences and make more timely and effective decisions.

## OUR BUSINESS

Verint UK is a software and services business selling software solutions to address our customer's needs when engaging with their own customers. Verint's Customer Engagement Solutions are sold predominantly using Verint's cloud platform.

## OUR SUPPLY CHAINS

Due to the nature of our business, we have a diverse supply chain which includes a range of vendors globally including professional service organisations. Verint UK does not rely on manufacturing as part of its supply chain.

## OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains or in any part of our business. The Verint Code of Conduct and Third Party Code of Conduct 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. Please refer to [our corporate social responsibility materials](#)

## **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk we ask all our vendors to declare that they have reviewed, understood and will adhere to our Third Party Code of Conduct. In addition, our vendor management team conduct periodic reviews with relevant suppliers to ensure appropriate standards of treatment are in place for their workforce.

We have in place procedures to:

- Identify and assess potential risk areas in our supply chains relevant to the Modern Slavery requirements.
- Mitigate the risk of slavery and human trafficking occurring in our business and our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect employees and whistle blowers.

## **SUPPLIER ADHERENCE TO OUR VALUES**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, we have in place a supply chain compliance program. All new vendors complete an onboarding process which requires the vendor to complete and sign a Vendor Addition Form which refers to compliance with Verint's Third Party Code of Conduct and includes compliance with ethical employment controls and to the extent relevant local law on such matters.

We have a dedicated Modern Slavery compliance team, which consists of representatives from the following functions:

- Human resources
- Procurement
- Legal & Compliance

## **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 training to our staff on an annual basis to uphold the Verint code of conduct.

## **OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

We seek to form business relationships with third parties which act responsibly and are prepared unequivocally to agree to comply with the Verint Third Party Code of Conduct.

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains we intend to continue to monitor and build upon the processes we have already established.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Verint UK's slavery and human trafficking statement for the financial year ending 31<sup>st</sup> January 2022.

**Nick Nonini, Director Verint Systems UK Limited**

