



## UK Modern Slavery Act Statement

This statement is made pursuant to s.54 of the MSA 2015 and sets out the steps that LeanIX has taken and is continuing to take to ensure that modern slavery and human trafficking are not taking place within our business or supply chain.

### **Organisation structure and supply chains**

LeanIX was founded in 2012 and has grown over the years from a start-up created by two founders with many years of experience in IT Management to a professional team of hundreds of inspiring and innovative individuals. It is today a truly global corporation, with offices in USA, Europe and Asia. The company's headquarter is in Bonn, Germany.

LeanIX offers SaaS solutions to help IT architects, IT asset managers, business leaders, and DevOps teams achieve transparency and control over their enterprise architecture, SaaS, and microservices landscapes.

### **Policies in relation to slavery and human trafficking**

At LeanIX, we integrate human rights considerations into our standard business practices. To this purpose, LeanIX adopted a Code of Conduct aimed at preventing, among other behaviors, unethical practices, workplace discrimination, workplace safety neglect, the use of child labor, modern slavery practice and human trafficking.

The LeanIX Code of Conducts is complemented by a broader set of policies and guidelines, which constitute the LeanIX compliance program. Audited yearly, the program covers all aspects of compliance management, including, but not limited to, compliance with local labor laws and international human rights.

### **Due diligence processes**

As part of its compliance program, LeanIX makes sure that its suppliers are adequately screened against offenses relating to modern slavery or human trafficking. LeanIX makes sure that any supplier agreement that it enters into includes adequate commitments to comply with all relevant laws and regulations. LeanIX also relies on automated tools to monitor whether vendors and customers become subject to relevant sanctions and adequately investigate any suspected violation.

Internally, LeanIX encourages a culture of awareness and ethics behaviors and has adopted a whistleblowing policy to ensure that any violation with its policies and principles – including the Code of Conduct – is reported without fear of repercussions.

### **Risk assessment and management**

Due to the business that LeanIX conducts, the risk of modern slavery acts is evaluated as limited. LeanIX does not rely on extensive chains of subcontractors or suppliers. Also, most of our business partners and subcontractors are global software and SaaS providers, with established corporate governance programs and their own processes for the prevention of acts connected to modern slavery or human trafficking.

### **Key performance indicators to measure effectiveness of steps being taken**

This statement, the Code of Conduct and all the connected policies are reviewed yearly by LeanIX. The legal team and the compliance team are responsible for ensuring their respect internally and to implement any changes or modifications required.

In addition, LeanIX encourages its employees to report via our whistleblowing channel. As of today, no reports have been received highlighting any actual or suspected practice that might be qualified as modern slavery.

### **Training on modern slavery and trafficking**

At the beginning of the employment relationship and yearly afterward, our employees are asked to review, acknowledge and agree the contents of our Code of Conducts, as well as of the other connected policies and procedures.

LeanIX GmbH

DocuSigned by:

*André Christ*

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**André Christ**

CEO

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