

Global Human Rights Policy

Introduction

At Verint, we are committed to fostering a safe, inclusive, and respectful workplace, and to conducting business in an ethical and compliant manner throughout our global operations. In line with this commitment, and in keeping with our core values of integrity, innovation, transparency, humility, and passion, we view respecting and upholding the human rights of our employees, and others whom we work with, as a core responsibility of our organization.

As part of our broader Global Corporate Responsibility Program, we have adopted this Global Human Rights Policy ("Policy"), which details certain key principles underlying our approach to applying these principles.

Scope

This Policy applies to employees, officers, and directors of Verint Systems Inc. and its subsidiaries.

This Policy is informed by our [Code of Conduct](#), other relevant internal Verint policies. We recognize that as a global organization, the legal and regulatory frameworks governing human rights vary across the world and in the countries in which we operate.

We also seek to do business with vendors, partners, and other counterparties (each a "third-party"), that share our values. Our [Third-Party Code of Conduct](#) further defines our expectations in working with third-parties, including with respect to human rights.

Child Labor

Verint prohibits the economic exploitation of children and/or their employment in job related tasks that are harmful to their health or safety. We have internal processes to help ensure that we comply with applicable local law on minimum hiring age, hours, and tasks that may be performed by our employees.

Forced Labor & Modern Slavery

We believe that any employment relationship must be voluntary, and that the terms of employment must comply with applicable local law and regulation. We firmly oppose any and all forms of modern slavery, including human trafficking or forced labor, and we seek to ensure that neither we, nor third-parties with whom we do business, are engaged in such activity.

More information about our efforts to combat modern slavery can be found in our [UK Modern Slavery Act Statement](#) and our [Australian Modern Slavery Act Statement](#).

Fair Compensation

Our objective is to attract, retain, and motivate our employees, and we do so, in part, by offering competitive compensation and benefits packages. In all cases, we seek to comply with all applicable laws governing the payment of wages, working hours, and benefits.

Freedom of Association & Collective Bargaining

We encourage open communication and direct engagement with our employees to resolve workplace issues and concerns. In accordance with applicable local law, we respect the rights of employees to associate freely, join or not join labor unions, and to seek representation and join workers' councils.





Health & Safety

Providing a healthy and safe work environment for our employees is a fundamental value of our company and reinforces our commitment to human rights. We seek to comply with all applicable laws and regulations that govern workplace health and safety.

Non-Discrimination & Harassment Free Workplace

As a global company, we strive to embrace differences and cultivate an inclusive organization that reflects our industry.

We have a zero-tolerance policy against any form of discrimination, retaliation, or harassment, including sexual harassment, based on a person's race, color, religion, national origin, sex, disability, sexual orientation, or any other classification or characteristic protected by applicable law.

Reporting Concerns

We want our employees to feel comfortable raising any concerns — confident that what they report will be taken seriously and addressed promptly and that making a report will not result in any retaliatory or detrimental action.

Suspected violations or other concerns related to this Policy, or other related policies, may be raised by employees to their supervisor, local or global Human Resources contacts, local or global Legal counsel or compliance personnel, or senior management.

Reports may also be made using [Verint's Ethics Helpline](#), which is available 24 hours a day, 365 days a year.



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