



# 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 Actionable Intelligence solutions across a range of market sectors enabling organizations of all sizes and across many industries to make more timely and effective decisions. Today, more than 10,000 organisations in 180 countries, including over 80 percent of the Fortune 100, use Verint solutions to improve enterprise performance and make the world a safer place.

## OUR BUSINESS

Our business is organised into two business units: Customer Engagement Solutions (CES) and Security Intelligence Solutions (SIS). Our business units are predominantly software and services orientated selling mainly proprietary software solutions. Each of CES and SIS do sell some equipment which is either third party manufactured or manufactured and branded as Verint own goods although equipment sales make up a small proportion of total sales.

## OUR SUPPLY CHAINS

Our supply chains include a range of vendors globally including professional service organisations and equipment suppliers.

## 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:

<http://uk.verint.com/about/corporate-responsibility/>

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

As part of our initiative to identify and mitigate risk we ask all of 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 on-site reviews with relevant suppliers who undertake manufacturing on our behalf 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 which 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 2020.

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

