


**Zertic Policy against  
Modern Slavery, Human  
Trafficking, and Child  
Labor - 2021**



# Zertic Policy against Modern Slavery, Human Trafficking, and Child Labor - 2021

**This Statement sets out how Zertic B.V. addresses the risk of slavery and human trafficking and Child Labor within its operations and supply chain.**

Zertic, a global leader in Test, Inspection and Certification (TIC) software, empowers TIC companies to connect with their customers in a whole new way. Our TIC Platform includes industry-leading services that span sales, planning, audit execution, billing, and customer collaboration and integration, all on a single trusted cloud platform. Zertic is privately owned and headquartered in Eindhoven, The Netherlands. In the past year, Zertic powered companies ranging from small businesses to global enterprises across the TIC industry. Zertic is committed to a set of core values - trust, customer success, innovation, and equality of every human being.



Our suppliers are a critical part of the Zertic community. Transparency, trust, respect, communication and ethical conduct are essential to all successful business endeavors. These values provide a strong relationship with suppliers.

Zertic is also committed to abiding by the laws and regulations that apply to us as we conduct business worldwide and be a leader in the areas of compliance and ethics, as we've outlined in our Stakeholder Impact Report.

**The Zertic Code of Conduct outlines how Zertic and its subsidiaries conduct business and describes the company’s most fundamental shared values. It provides Zertic employees guidance on following company policies, applicable laws, rules, and regulations. All employees must act with integrity and in accordance with local laws.**

We partner with our suppliers and set clear expectations outlined in our Zertic Global Supplier Code of Conduct (“Supplier Code”), which is acknowledged by our suppliers as part of our supplier on-boarding process. We expect our suppliers to establish policies and procedures to ensure compliance with the Supplier Code and all applicable laws and regulations. Should we become aware of any policy violations or issues related to slavery or human trafficking, we will consult with our Legal Department to ensure that appropriate measures are taken, including reporting this information to authorities and terminating our relationship with the supplier.

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Zertic conducts the following actions to help prevent forced labor, **modern slavery, human trafficking, and child labor:**

## **1. Global Supplier Code of Conduct Acknowledgement**

a. Our Supplier Code serves as a guide to ethical supplier conduct. The Supplier Code applies to all third-party suppliers of products or services that are paid directly by Zertic, including consulting firms, independent contractors, staffing agencies, agency temps, and licensors, regardless of their title or the product or service they provide (“suppliers”). Suppliers must acknowledge receipt of the Supplier Code and agree to provide a copy of it to all supplier personnel assigned to perform services to Zertic.

## **2. Supplier Agreements**

- a. All suppliers are subject to legal terms and conditions with Zertic.
- b. Assessments of potential suppliers are completed as part of our supplier on-boarding process.

c. Zertic reviews the performance of suppliers based on their relative risk to the company, based on the assessment of cross-functional stakeholders, including the Legal Department. Suppliers deemed the highest risk are audited or reviewed periodically. We work closely with suppliers to develop corrective action plans and carry out all audit findings.

**We perform continuous monitoring of suppliers for changes in policies, environments, contracts and processes.**

### 3. Training

Zertic conducts Zertic Code of Conduct training and certification annually for all Zertic employees.

We expect our suppliers to communicate the principles in the Supplier Code to their employees and third-party partners through training, policy and other messaging.

### 4. Supplier Agreements

Routine supplier segmentation exercises utilizing internal subject matter experts and NGO assessments to assess high-risk suppliers by category.

Continuous monitoring plan for high-risk suppliers as identified by our third-party supplier rating platform.

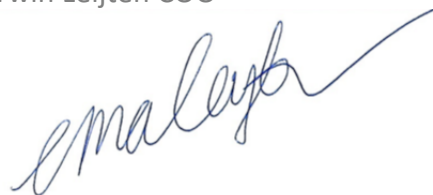
Remediation for identified issues or termination of supplier relationship if a supplier refuses remediation measures.

*This Statement applies to Zertic B.V. and its affiliates Dynasec Netherlands B.V., Ez2xs B.V. and Zertrace B.V.*

Frank Hoeben CEO

A handwritten signature in blue ink, appearing to read 'F. Hoeben', with a large, sweeping flourish extending to the right.

Erwin Leijten COO

A handwritten signature in blue ink, appearing to read 'Erwin Leijten', with a long, sweeping flourish extending to the right.

**Let's  
empower  
trust.**

