

Salsify's Statement Against Modern Slavery

This statement is Salsify's global statement on modern slavery and is compliant with section 54(1) of the Modern Slavery Act 2015 of the United Kingdom and the Modern Slavery Act 2018 of Australia (collectively, the "Modern Slavery Acts").

This statement applies to Salsify, Inc. and its affiliates, including Salsify Global UK Limited, SKUvantage Pty. Ltd.

Our Business

Salsify's commercially available software as a service (SaaS) platform helps brand manufacturers, distributors, and retailers in over 100 countries collaborate to win on the digital shelf. The company's platform serves as the system of record for products, facilitates cross-team and cross-organization collaboration at scale, and provides the insights needed to optimise product pages across channels continuously. The result is a shopper-centric, frictionless, and memorable commerce experience. Great commerce experiences that are delivered efficiently improve brand trust, amplify product differentiation and assortments, increase conversion rates, improve profit margins, and speed time to market.

Salsify uses a risk-based approach to assess the possibility of modern slavery within its business operations and supply chain and considers the risk of modern slavery in either case to be low. The assessment is based upon the nature of our online business and the services we provide to customers, which present very limited exposure to modern slavery risks in any part of our business.

Our Values

We Care Deeply

We care about each other, our product, and customers. We are passionate about what we do and whom we do it for.

We Are Empowered to Take Action

We take the initiative to step in and own work, but also know when to raise concerns and ask questions.

We Trust in the Power of Our Team

We are continuously improving and strive not to make the same mistake twice. We believe in the abilities and characters of our teammates.

We Are Problem Solvers

We prioritise thoughtfully, knowing we cannot solve it all. We turn towards big problems and find the challenge of them motivating.

Our policies on slavery and human trafficking

Consistent with Salsify's commitment to prevent modern slavery and human trafficking, Salsify conducts the following actions to help prevent forced labour, modern slavery, and human trafficking:

- **Code of Conduct.** Our Code of Conduct reflects our commitment to acting ethically and with integrity in all our business relationships and it states that Salsify has a zero-tolerance approach to modern slavery. Employees are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains at the earliest possible stage.
- **Providing training and awareness to all employees.** All Salsify employees are required to review the Code of Conduct at least annually, are trained on the expectations of the Code of Conduct, and acknowledge that they will adhere to the Code of Conduct while employed at Salsify.
- **Ethics Reporting hotline.** Our ethics and compliance service is an anonymous reporting mechanism, hosted by an independent third party, which facilitates reporting of possible illegal, unethical, or improper conduct when the normal channels of communication have proven ineffective, or are impractical under the circumstances. The service is available twenty four (24) hours a day, seven (7) days a week to Board members, executives and employees, as well as clients, contractors, vendors and others in a business relationship with Salsify.

Approval

The statement has been reviewed and approved by Salsify's Board of Directors for the financial year ending 31st December 2023.


Mary Jefts (Jan 30, 2023 14:55 EST)

Mary Jefts, Chief Financial Officer

Salsify's Statement Against Modern Slavery FY 2023


Final Audit Report


2023-01-30


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