

# EXCLUSIVE NETWORKS GROUP'S MODERN SLAVERY ACT ANNUAL STATEMENT



## INTRODUCTION

The United Kingdom Modern Slavery Act 2015 and the Australia Commonwealth Modern Slavery Act 2018 require to disclose information relating to the business efforts addressing the risks of modern slavery in their operations and supply chains. This statement by Exclusive Networks S.A. and its consolidated subsidiaries responds to these requirements and outlines our efforts in this regard during the fiscal year ended December 31, 2022.



## SCOPE AND ORGANIZATION STRUCTURE

This statement is made with respect to Exclusive Networks S.A., a company registered in France with registered number 839082450, its registered office located at 20, Quai du Point du Jour, 92100 Boulogne-Billancourt, France, and its subsidiary undertakings. Additional information regarding Exclusive Networks Group's subsidiary undertakings can be found in the [2022 Exclusive Networks Universal Registration Document](#).



## ACTIVITIES

Exclusive Networks is a leading global specialist in innovative cybersecurity technologies, products and solutions. We provide cybersecurity software services and industry leading lines of security hardware that empower enterprises, organizations, service providers, and government entities to protect themselves against today's most sophisticated cyber threats.

At the end of year 2022, the Group had 2441 employees operating in offices over 47 countries and the ability to serve customers in over 170 countries.

Our vision is that everyone is entitled to live in a digital world made safer by the most innovative technology. Thanks to our global platform, our commercial expertise and the technological skills of our teams, we accelerate the adoption of the most innovative technologies in terms of cybersecurity by helping vendors to enter into relationships with hundreds of thousands of companies all over the world.

## **SUPPLY CHAIN**

Cybersecurity is a fragmented ecosystem with stakeholders of more than 3,200 vendors, 100,000 resellers and 40 million end customers. On a worldwide scale, the cybersecurity market is mainly (69%) supplied according to the two-tier model: the vendor connects with a distributor who sells the products to resellers in contact with end-customers. Exclusive Networks is part of this business model, proposing a wide range of added value services to both vendors and resellers alike.

Working at the heart of this ecosystem, Exclusive Networks enables the vendors, mainly based in the United States:

- to accelerate the adoption of their solutions through direct access to our worldwide network of partners,
- to benefit from a technical sales force,
- to detect market trends and opportunities.

They can thus focus on their core business, the development and production of cybersecurity product and service solutions. By 2022, we were marketing products and solutions from 268 vendors.

On their side, resellers mainly operate locally and can be classified into four categories:

- value-added resellers,
- systems integrators,
- telecommunications systems integrators,
- managed service providers.

Exclusive Networks assists them in reinforcing their expert positioning to respond to the needs of their corporate customers, in the face of an offering of products that is fragmented, technically complex and constantly changing. We also provide them with technical services such as product training, technical support and managed services. By 2022, Exclusive Networks had a large and diverse network of over 25,500 reseller partners all over the world.

At the bottom of the supply chain, end-customers are mostly organizations or businesses, who need trusted partners (the resellers) to guide them and identify their best options in this increasingly complex and risky environment.

## **POLICIES IN RELATION TO SLAVERY AND HUMAN TRAFFICKING**

We believe in upholding the human rights of all workers and treating workers with dignity and respect. We have a zero-tolerance approach to slavery and human trafficking, in our group as well as in our supply chain.

In this regard, we have recently released Exclusive Networks Group's Human Rights Policy, subject to review and approval by the Board of Directors. This Policy outlines our position with respect to our commitment to comply with human rights legislation, across all geographies and jurisdictions.

All Exclusive Networks employees are required to comply with this Policy, complementing the [Code of Conduct](#), which addresses such important concepts as anti-bribery, antidiscrimination, anti-harassment, conflicts of interest, compliance with all laws...

## IDENTIFICATION OF RISKS AND DUE DILIGENCES

As a company operating in the heart of the cybersecurity ecosystem, Exclusive Networks is committed to working with all its business partners to help eliminate human trafficking and slavery from the global cybersecurity supply chain. We therefore require them to adopt similar policies and practices in their operations, at least equivalent to those covered by our Group Human Rights Policy, and are updating our commercial Terms and Conditions to reflect this important matter.

We undertake a risk assessment of all the third parties with whom we plan to initiate or continue a business relationship through to a specific and appropriate onboarding process. When the tool detects red flags, the third party is considered to be "at risk": additional checks are then initiated and submitted to the Risks & Compliance Department.

## EFFECTIVENESS

As per the year 2022, Exclusive Networks is not aware of any unethical behavior by its employees or business partners with regard to human trafficking and slavery. In the event that we become aware of, or receive indications of irregularities in this regard, we will investigate these matters and take all appropriate and necessary steps to remedy the situation.

Exclusive Networks encourages its employees, business partners and external stakeholders to report about any violation or risk of violation of human rights through the channel of their choice, or by using the whistleblowing on a confidential basis. We are committed to protecting the identity of the whistleblowers using this line in good faith, and to safeguarding against any form of retaliation or unfair treatment.

## TRAINING

We plan to continue training all our employees to Ethics, Compliance and all Human rights issues including combating slavery and human trafficking.

**Approved by the Board of Directors of Exclusive Networks S.A. at its meeting of June 7, 2023, and signed by Jesper Trolle, Group Chief Executive Officer.**