



Modern Slavery and Human Trafficking Statement

OUR POLICY

Modern slavery is a crime and a violation of fundamental human rights that remains a hidden blight on our global society. It takes various forms, such as slavery, servitude, forced, child and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. NICE is committed to ensuring that our business practices combat slavery, child labour and human trafficking in any form.

ORGANIZATIONAL STRUCTURE

NICE Systems UK Limited and Actimize UK Limited (which are subject to the Modern Slavery Act 2015) are part of the NICE group of companies. NICE designs and supplies software and services dedicated to improving business performance and customer experience, increasing operational efficiency, prevent financial crime, ensuring compliance, and enhancing safety and security. NICE employs over 8,400 people worldwide and has business operations across North America, Europe, Israel, India and other parts of Asia Pacific.

To find out more about our business , please click www.nice.com.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to modern slavery, child and forced labour and human trafficking. To ensure all those in our supply chain comply with our values we will review all agreements and dealings with suppliers to ensure compliance with anti-slavery and human trafficking measures.

We work with a range of suppliers which support our business worldwide. These include marketing, accounting, facilities, employee benefits and IT service providers. Due to the nature of our business, we do not consider that we operate in a high-risk sector.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our measures to identify and mitigate risk we have in place systems, policies and procedures to:

- Ensure our internal employment practices adhere to employment laws and regulations
- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of modern slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

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 intend to provide training to our employees to identify signs and risks of modern slavery and human trafficking. We will require our suppliers and business partners to provide training to their staff, suppliers and providers.



OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We will aim to continually monitor and improve our approach to tackling slavery and human trafficking in our business or supply chains.

FURTHER POLICIES AND PROCEDURES

We have undertaken the following policies and procedures to combat modern slavery and human trafficking in our supply chains:

- We have introduced a Supplier Code of Conduct which makes it clear that NICE does not condone slavery or human trafficking in any way and imposes a commitment on our suppliers to expect the same high standards from their suppliers.
- We include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery, whether adults or children in our supplier agreement, and we expect that our suppliers will hold their own suppliers to the same high standards.
- We will continue to audit suppliers against the standards we have set.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes NICE's modern slavery and human trafficking statement for the financial year ending 2024, and has been approved by the board of directors of each of the NICE companies set out above respectively on 30 September 2025.

DATE: 30 September 2025