



UK MODERN SLAVERY ACT STATEMENT

2023



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This statement is made by Hearsay Social, Inc., dba Hearsay Systems, Inc. (Hearsay) in accordance with the obligations laid out by the United Kingdom Modern Slavery Act of 2015 to prevent modern slavery and human trafficking in its business and supply chain. This statement sets out the actions that we have taken to identify and prevent modern slavery within our operations and supply chains.

We oppose modern slavery and human trafficking in all its forms. We are committed to treating everyone who works at or with Hearsay with dignity and mutual respect in an environment free from discrimination and harassment. We are also committed to ensuring transparency in how we conduct our business, and the prevention of modern slavery in our operations.

About Us

Founded in 2009, Hearsay is a multinational company incorporated under the laws of the state of Delaware and headquartered in San Francisco, California, United States of America. Hearsay has a globally distributed team with employees in the US, Canada, Mexico, England, Hungary, Spain, France, and the Philippines.

Hearsay empowers over 200,000 advisors and agents to proactively guide and capture the last mile of digital communications in a compliant manner. The world's leading financial firms rely on Hearsay's SaaS platform to scale their reach, optimize sales engagements, and deliver exceptional client service in a consistent and compliant manner.

Our Employees

We are committed to working with our employees to provide a work environment free from violence, intimidation, harassment, discrimination and other disruptive behavior. Hearsay expects all employees to adhere to the obligations found in our Employee Handbook, which serves as the foundation of our company culture. This is the primary mechanism used to promote ethical conduct within Hearsay and applies to all employees.

Our Employee Handbook provides:



- We have a zero tolerance policy regarding workplace violence and will not tolerate acts or threats of violence, harassment, intimidation, and other disruptive behavior, either physical or verbal, that occurs in the workplace or other areas.
- We are committed to a work environment that is free from human trafficking and slavery, which includes forced labor and unlawful child labor. We will not tolerate or condone human trafficking or slavery in any part of our global organization. Our employees, subsidiaries, contractors, subcontractors, vendors, suppliers, partners and others through whom Hearsay conducts business must avoid complicity in any practice that constitutes trafficking in persons or slavery. Every employee is responsible for reading, understanding and complying with this policy.
- Hearsay employees must report any behavior that compromises our ability to maintain a safe work environment or violates our Anti-Human Trafficking Policy.
- We ensure compliance with all federal, state, and local laws providing equal employment opportunities, and all other employment laws and regulations.

Supply Chains

As a SaaS company, Hearsay's supply chain is limited primarily to software-as-a-service and standard physical items for internal business operational use, such as office equipment and supplies. Thus, the risk of modern slavery existing within our supply chain is low. Hearsay does, however, frequently monitor the level of risk involved through any of our supply chains. We will take appropriate action if a higher risk of modern slavery is identified.

Due Diligence & Risk Assessment

Hearsay carefully evaluates its vendors, including software vendors, through a thorough selection process that incorporates extensive oversight. Additionally, these vendors are subjected to due diligence procedures regarding data privacy, security, and other legal and compliance matters. We evaluate areas of risk in relation to our business and with respect to our suppliers, we examine the nature of what is being supplied and the location from where it is being supplied.



Hearsay Culture & Policies

Hearsay has the following policies in place that demonstrate our dedication to creating a legally compliant and safe workplace.

- Employee handbook
- EEO Statement and Non-Harassment Policy
- Anti-Human Trafficking Policy
- Global Code of Conduct
- Whistleblower Protections
- ESG Statement
- Human Rights Position Statement

Our Employee Handbook requires our employees to uphold the highest standards of integrity and act in compliance with the law and our policies. Our Non-Harassment Policy and Anti-Human Trafficking Policy are focused on preventing human rights violations, unlawful discrimination, and ensuring our employees understand how to report all known and suspected activities in violation of these policies.

Our Whistleblower Protections policy prohibits retaliation against employees who report violations of state and federal laws. We do not permit retaliation against employees who refuse to participate in an activity that would result in a violation of a state or federal statute. We encourage employees to report known or suspected violations immediately and offer different avenues for reporting, including the State Attorney General's Whistleblower Hotline.

Training

At Hearsay, we train our employees on a variety of topics including discrimination and anti-harassment. In addition to mandatory onboarding training for all new hires, we host regular online training sessions on an annual basis at a minimum. We consider additional training opportunities on a regular and frequent basis.

Moving Forward

We are committed to combating modern slavery and human trafficking. Our efforts are ongoing and we will continue to review and update our practices on a regular



basis, including how best to assess and address modern slavery risks (and the effectiveness of our existing policy).

Conclusion

This statement was prepared by Hearsay's Legal team, in consultation with key areas of the business. This statement, signed by Hearsay's Chief Executive Officer, is effective as of November 9, 2023, upon ratification by the Board of Directors of Hearsay.

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Mike Boese

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Mike Boese
Chief Executive Officer