



# **HighRadius Modern Slavery Act 2015 Statement**

**2024**

**This statement is made on behalf of HighRadius Corporation and its subsidiaries (“HighRadius”, “we,” “our,” or “us”) pursuant to section 54 of the UK Modern Slavery Act 2015.**

## **Our business and structure**

HighRadius is a leading software-as-a-service (“**SaaS**”) provider in the financial technology industry providing cloud-based, data-driven solutions (“**Services**”) for the office of the CFO. We support our customers as they seek to transform their financial processes, including order to cash, treasury and accounting. More information on our company can be found at <https://www.highradius.com/>.

Our parent company, HighRadius Corporation, has an annual turnover in excess of £36 million. Headquartered in Houston, Texas, USA, we have approximately 3500 employees in offices located in the United States, India, the United Kingdom, and the European Union.

## **Our supply chains and risk assessment**

Our supply chain includes suppliers in the following primary areas:

- Providers of cloud data hosting services and data processing services which host and process both HighRadius data and our customers’ data.
- Providers of IT-related services (including subcontractors) which support our Services.
- Other third-party providers in the areas of human resources, marketing, legal, and professional services.

As part of our risk assessment, we note the following relevant factors: i) a majority of our providers are located in low-risk territories and low-risk industries for modern slavery, ii) the software industry in which we operate is consistently one of the lowest risk industries for modern slavery, and iii) the Services which we offer do not require the manufacture or sale of physical goods. Given these factors, we consider our modern slavery risk to be low, and we currently rely on our suppliers to self-audit and monitor their supply chains.

## **Our policies on slavery and human trafficking**

We are committed to opposing modern slavery and human trafficking and have a zero-tolerance approach when it comes to our suppliers. As a growing company, we are continually improving our business processes and policies to ensure full compliance with applicable laws and regulations and to combat human trafficking and modern slavery in our supply chain.

We have appropriate policies in place which we regularly review and update in order to comply with all applicable laws relevant to modern slavery and human trafficking, including:

- [HighRadius Code of Ethics](#)
- [HighRadius Vendor Code of Conduct](#)
- [HighRadius Human Rights Policy](#)

## **Supplier adherence to our values and Supplier due diligence for slavery and human trafficking**

We have zero tolerance to slavery and human trafficking. To ensure all those suppliers in our supply chain and contractors comply with our values we require that our suppliers (i) comply with our Supplier Code of Conduct and (ii) complete an anti-modern slavery questionnaire prior to onboarding.

### **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 provide annual training to our staff in the supply chain and human resources departments via online training courses.

### **Our effectiveness in combating slavery and human trafficking**

We train our staff about modern slavery issues and increase awareness within the Company. As regards our supply chain, we require all potential suppliers to complete an anti-modern slavery questionnaire prior to onboarding to evaluate the risk of slavery, forced labor, and human trafficking within their operations and their supply chain.

### **Looking Forward**

We are committed to our opposition of human trafficking and modern slavery. As we continue to grow, we are developing additional processes and procedures in many areas of our business to further reduce the risk of human trafficking and modern slavery in our business and supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending December 31, 2024. It was approved by the board on the 13<sup>th</sup> of December 2024.

Sashi Narahari



CEO

HighRadius Corporation

Date: 13<sup>th</sup> December 2024

*This is our Anti-Slavery and Human Trafficking Statement pursuant to the UK Modern Slavery Act 2015 and applies to the financial year ending December 2024.*