

EZE CASTLE SOFTWARE LLC
EZE CASTLE TRANSACTION SERVICES LLC
EZE SOFTWARE EMEA LIMITED
(Company Number: 03431380)

Modern Slavery Act 2015: Slavery and Human Trafficking Statement

OUR APPROACH

This statement provides details on the policies and processes the above companies have in place to mitigate the risk of modern slavery and human trafficking in any part of our business or our supply chains.

We consider this an extremely important issue and we aspire to go beyond the requirements of the Modern Slavery Act 2015, embedding the responsibility to respect human rights into our culture. There is no place for modern slavery or human trafficking within our organisation.

We operate a suite of policies that reflect and embed our commitment to human rights and regularly review our practices to ensure that we adopt the most appropriate anti-slavery processes for our business. We endeavour to demonstrate our approach to tackling modern slavery to our clients and the public as a whole.

ORGANISATION'S STRUCTURE

We are a provider of Software-Enabled Services in the Financial Services sector. We operate across North America, Europe, Asia and Australia. Our ultimate parent company, SS&C Technologies Holdings, Inc., is based in Connecticut, US.

Further details about our group can be found at 'About Us' on our website at the following link:
<https://investor.ssctech.com/investor-relations/overview/default.aspx>.

Our quarterly financial reporting can be found at 'Press Releases' on our website at the following link:
<https://investor.ssctech.com/investor-relations/press-releases/default.aspx>.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Modern Slavery and other internal policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme that reviews our supply chain and contractors on a periodic basis. We have a dedicated compliance team, which consists of involvement from the following departments:

- Audit and compliance.
- Human resources.
- Procurement.
- Legal Department.

We continuously monitor and assess risk in our supply chains. Updates have been made to supplier due-diligence to detect whether our Medium or High Risk Suppliers have a modern slavery policy or statement in place. Suppliers who do not meet with this obligation are required to explain how they will address this issue so that we can complete our adequacy assessment.

TRAINING

We communicate the policies and statement to our employees to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business.

COVID-19

When the governmental restrictions were initiated in March 2020 due to the covid-19 pandemic, we ensured that everyone who could work from home was enabled to do so. For staff who continued to work from the office, their safety and comfort was our priority. Arrangements such as temperature checking, hand sanitizers, lateral flow tests, additional cleaning, social distancing and one way directional flows were put in place at the relevant premises to protect our staff.

It has been an extraordinary time and wellbeing support has been key. Various communications, support sessions and meetings have been arranged to support our employees throughout this period.

We will shortly be introducing a Hybrid Workplace model which will continue to support a healthy work life balance and will allow our employees to continue with the benefits of working from home whilst balanced alongside a return to the office environment.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We believe that slavery and human trafficking is not taking place in any part of our business or supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. It has been approved by the individual boards of directors and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2020.

Signed by Michael J. Hutner
Manager of Eze Castle Software LLC

Signed by Patrick Pedonti
Director of Eze Software EMEA Limited

Date: 10 September 2021

Date: 10 September 2021

Signed by Michael J. Hutner
Manager of Eze Castle Transaction
Services

Date: 10 September 2021