

Anti-Slavery & Human Rights Statement 2021



Document Purpose

The Modern Slavery Act, enacted in the UK in 2015, focuses on the prevention of and prosecution of all forms of what is known as modern slavery, which includes human trafficking and compulsory or forced labour. This legislation requires that businesses publish a statement outlining how they are complying with the requirements of the Modern Slavery Act and thereby preventing any form of modern slavery taking place in their business, directly or indirectly, and in any supply chain or involved business dealings.

Human rights span an array of fundamental rights, freedoms, and standards of treatment of all people adhered to by governments, businesses, and individuals as described in the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and relevant laws and regulations.

This document is SUSE's statement on the prevention of modern slavery in its business.

SUSE's Business

SUSE is a pioneer in open source software, providing reliable, software-defined infrastructure and application delivery solutions that give enterprises greater control and flexibility.

For more than 25 years, our engineering excellence, exceptional service and an unrivalled partner ecosystem have powered the products and support that help our customers manage complexity, reduce cost, and confidently deliver mission-critical services.

The lasting relationships we build allow us to adapt and deliver the smarter innovation our customers need to succeed - today and tomorrow. SUSE is a publicly listed company on the Frankfurt Stock Exchange with subsidiary presences across the globe.

Our Commitment

SUSE is committed to acting ethically and responsibly to ensure all appropriate steps are taken to prevent modern slavery from occurring in our business or supply chain and to uphold and respect the human rights of all people.

SUSE commits to not conducting business with any partners or suppliers that could potentially engage in any illegal activities such as slavery or other human rights violations.

SUSE's business and its supply chain involvement vests in technology products, cloud-based software support and support services for open source software usage. SUSE considers the risks of slavery and human trafficking taking place in its business functions and within any supply chain that includes SUSE to be very low. While SUSE is not aware

of instances where a concern regarding modern slavery has arisen, the company continues to monitor and track the possibility of such instances.

Our standard terms of engagement for partners and suppliers include a requirement that the partner or supplier will comply with all applicable laws. We expect our partners to agree to the principles set forth in our Code of Business Ethics and our other policies and procedures which address anti-slavery and the protection of all human rights.

To achieve and demonstrate the commitment SUSE makes above, SUSE will:

- Comply with the applicable laws and regulations that promote human rights
- Conduct appropriate measures (e.g. due diligence) to avoid exploitation of people via forced labour, slave trade and child labour
- Promote training and awareness amongst all members of the SUSE group companies to ensure instances are called out and reported
- Foster diversity, inclusion and equality of opportunities and treatment and take appropriate steps to eliminating discrimination in access to employment, training and working conditions
- Protect privacy and data security of our SUSE Diamond (customers, employees, partners and developer communities)
- Support responsible sourcing of materials throughout our global supply chain
- Promote ethical business practices and continue our efforts to reduce and prevent the risk of corruption
- Undertake initiatives to create a higher awareness and commitment of environmental responsibility and sustainability
- Support impactful social programs either directly or through employees, including programs focused on critical human needs, healthcare and safety, and education
- Work with SUSE's ecosystem, particularly our suppliers and partners, to promote these values and implement similar policies and practices
- Report transparently on our efforts, as part of SUSE's Annual Report

Future Progress

We acknowledge and accept that we have a responsibility to always conduct our business with integrity and to the highest ethical standards. We will continue to review and develop our processes to mitigate the risk of modern slavery and remain committed to implementing any necessary changes across our business in accordance with guidance published by the UK Government and all other jurisdictions globally committed to the principles of ending modern slavery.

These ongoing efforts will result in SUSE executing a cohesive and complete approach in its quest to reduce modern slavery and protect the rights of all persons in its business operations and global corporate presence.


This statement applies for SUSE globally and has been approved by our directors and is made pursuant to the statutory obligations set forth in section 54 of the UK Modern Slavery Act 2015 and Human Rights Acts.

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Melissa Di Donato, CEO of SUSE

July 2021

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Andrew Myers, CFO of SUSE

July 2021

