

Protections Against Modern Slavery - Statement of NetDocuments Software Inc. and its Subsidiaries

12 February 2026

Organizational Relationship

If a customer or other interested party's principal place of business is: (a) in the United States, Canada, or Latin America, "NetDocuments" refers to NetDocuments Software, Inc., a Delaware corporation with offices at 2500 West Executive Parkway, Suite 300, Lehi, UT 84043; (b) in the United Kingdom, European Economic Area, Africa, or the Middle East, "NetDocuments" refers to NetDocuments Limited registered in England and Wales with company number 7509508, with offices at 8th Floor South Reading Bridge House, George Street, Reading, England RG1 8LS; or (c) in Australia, New Zealand, or Asia, "NetDocuments" refers to NetDocuments Australia Pty Limited, with offices at Level 40, Governor Macquarie Tower, 1 Farrer Place, Sydney 2000 Australia.

Organization Structure and Supply Chains

NetDocuments is a Software-as-a-Service provider with global operations. We provide a document management service that allows customers to store, organize, search, share, and retrieve a wide range of electronic files. Our operations are centered on software development, technical support, and administrative functions. NetDocuments' supply chain is characteristic of a cloud technology company and includes sub-processors that are identified and described through our publicly available TrustShare portal, at <https://trust.netdocuments.com>.

Policies in relation to Slavery and Human Trafficking

NetDocuments' maintains a policy in relation to slavery and human trafficking titled *A.18.1.6 Protections Against Human Trafficking and Slavery*.

Due Diligence Processes

NetDocuments' due diligence processes and other practices in relation to slavery and human trafficking are described in the following sections of policy *A.18.1.6 Protections Against Human Trafficking and Slavery*:

- 9.1. Policy: Track potentially relevant regulations and standards
- 9.2. Policy: Human Trafficking Policy
- 9.3. Policy: Employee Awareness Program
- 9.4. Policy: Employee Reporting/Grievance Process
- 9.5. Policy: Recruitment and Wage Plan
- 9.6. Policy: Housing Plan
- 9.7. Policy: Violation Monitoring, Reporting and Remediation
- 9.8. Policy: Annual Compliance Plan Certification
- 9.9. Policy: Responsible Purchasing Practices

- 9.10. Policy: UK Modern Slavery Act Compliance

Risk Assessment and Management

On the basis of several considerations, NetDocuments has determined that its risk of involvement in modern slavery is low. The technology sector in which NetDocuments operates is staffed largely by highly skilled workers who face a relatively low risk of experiencing forced labor compared to workers in sectors such as manufacturing or agriculture. Furthermore, NetDocuments' primary operations are in jurisdictions with effective labor laws. Moreover, a significant portion of NetDocuments' supply chain consists of established, global technology companies that maintain their own modern slavery compliance programs.

Key Performance Indicators to Measure Effectiveness of Steps being Taken

As part of an annual vendor assessment process, we review whether our vendors have their own modern slavery and human trafficking policies. If a vendor does not have such a policy and that vendor provides services for which there is a significant risk of modern slavery or human trafficking, then we would work with the vendor to remediate or we would initiate a process to find a new vendor.

Training on Modern Slavery and Trafficking

Section 9.3 of policy *A.18.1.6 Protections Against Human Trafficking and Slavery* describes NetDocuments' awareness program in relation to modern slavery and human trafficking.

Approval and Signature

This protections against modern slavery statement was approved by the Board of Directors of NetDocuments Software, Inc. in its capacity as the parent company of NetDocuments Limited and NetDocuments Australia Pty Limited on 12 February 2026. This statement covers all three entities.

This statement is signed by Josh Baxter as the Chief Executive Officer and Member of the Board of Directors of NetDocuments Software, Inc.



Josh Baxter, CEO
12 February 2026