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APPTIO
an IBM Company

THE MODERN SLAVERY ACT 2015 - Financial Year 2023/24

The U.K. Government has introduced a provision in the Modern Slavery Act 2015 which requires certain businesses to produce a statement setting out the steps they have taken to ensure there is no modern slavery in their own business and their supply chains.

Apptio Europe Limited, as a subsidiary of Apptio, Inc. has an obligation to produce a statement and this one is made pursuant to Section 54, Part 6 of the Act for the financial year 2023/24, for the entire Apptio, Inc. group of companies.

Our Business

Apptio is a company that develops technology business management software as a service applications and related services. Apptio enterprise apps are designed to assess and communicate the cost of IT services for planning, budgeting and forecasting purposes. As you would expect, Apptio's supply chain is wide and varied with a strong technology focus. We adopt a zero-tolerance stance in relation to use of slavery or human trafficking in our direct supply chain.

Our Policies

Our Company Code of Business Conduct and Ethics has a number of safeguard provisions built in to provide employees with the opportunity to report violations of our policies or concerns and also to ensure that vendors' and suppliers' business practices and compliance with applicable law are part of the selection criteria prior to Apptio doing business with them.

Apptio have a structured process in place before appointing new suppliers and detailed due diligence is conducted on any new supplier, including a location and risk-based approach to accessing any potential compliance issues with applicable law.

Training

Apptio conduct regular training with our employees to ensure they are familiar with our Code of Business Conduct and the business and legal landscape related to this, including our obligations with respect to modern slavery and related areas.

All new employees are provided with full training and we conduct annual refresh training to all staff to ensure that Apptio remains up to date with legislation and to emphasise the importance of integrity in the workplace. These policies and procedures are being continuously reviewed to deal with the Act and other applicable legislation in the countries where we do business. As with any company policy, disciplinary procedures are included and are aligned to any violation of the Act or Apptio's policies.

Ongoing

Apptio are continuously reviewing our supplier terms in order to ensure they contain audit and other relevant provisions to eliminate discrimination and to assist in Apptio's commitment to and compliance with the obligations contained in the Modern Slavery Act.

DocuSigned by:
Brian Pease
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Brian Pease
General Counsel,
Apptio Europe Limited