

Mirantis UK Modern Slavery Act Transparency Statement

Mirantis, Inc

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Mirantis UK Ltd

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(further, together referred to as Mirantis)

Introduction:

At Mirantis, we are committed to promoting ethical practices and ensuring that modern slavery and human trafficking have no place in our operations or supply chains. This Transparency Statement outlines the steps we have taken to prevent modern slavery and human trafficking and to ensure transparency and accountability in our business practices.

Our Business and Supply Chains:

Mirantis, Inc. is a holding company in Mirantis Group, and Mirantis UK Ltd is an affiliate. Mirantis is a leading company in the field of cloud-native technologies and open-source software. With a focus on providing enterprise-grade solutions, Mirantis enables businesses to build, deploy, and operate scalable applications in multi-cloud and hybrid environments. We operate within US, APAC and EMEA including the United Kingdom and have a supply chain that spans across different regions and countries. We recognize the importance of understanding and managing the potential risks associated with modern slavery within our supply chains.

Policies and Due Diligence:

We have implemented robust policies and procedures to prevent modern slavery and human trafficking within our business operations, this includes:

Employment: Mirantis checks that its employees have the right to work in the UK upon commencement of their employment. All employees are paid at least the applicable local minimum wage. All employees have an employment contract, which sets out their salary, main place of work, working hours and notice period.

Code of Conduct: We have a Code of Conduct that sets out the standards of behavior expected from all employees. This Code emphasizes our commitment to human rights, fair labor practices, and ethical conduct.

Suppliers: We conduct vendor onboarding procedure on our suppliers. Supplier agreements shall state that suppliers must comply with all applicable laws.

Awareness and reporting: We encourage our employees and stakeholders to report any concerns or suspected instances of modern slavery. We have a whistleblower policy and procedure in place.

Future Steps:

We are committed to continuously improving our efforts to combat modern slavery and human trafficking. In the future, we plan to:

Enhance Supply Chain Transparency: We consider to put in place a Supplier Code of Conduct.

Regularly Review and Update Policies: We will regularly review and update our policies and procedures to ensure they remain effective in addressing modern slavery risks.

Conclusion:

At Mirantis, we are committed to maintaining the highest standards of ethical conduct and preventing modern slavery and human trafficking within our operations and supply chains. We will continue to take steps to assess and mitigate the risks associated with modern slavery and work collaboratively with our suppliers and stakeholders to drive positive change.

Management Approval:

This Statement has been reviewed and approved by the management of Mirantis UK Ltd and by an authorized representative of Mirantis, Inc. on June 23, 2023.

