

Modern Slavery Statement

Published in accordance with the UK Modern Slavery Act 2015 (“the Act”), this statement outlines OneStream Software LTD and its parent company, OneStream Software LLC, and affiliate entities (together “OneStream”) compliance with the Act.

This Modern Slavery Statement is published for the financial year end 31st December 2022.

Policy

OneStream is committed to acting ethically and with integrity in all our business relationships. Modern slavery, in all its various forms, is a crime and a violation of fundamental human rights. OneStream is wholly opposed to the deprivation of a person's liberty for personal or commercial gain in principle and within our business operations.

Risks and Supply Chain

As a SaaS provider OneStream’s risk exposure to slavery and human trafficking is inherently low. That said, we endeavour to ensure that there is no modern slavery or human trafficking in our business operations or supply chain.

OneStream’s supply chain includes:

- Key subcontractors for the SaaS offering such as hosting providers and support ticketing platform tools
- IT infrastructure and applications and IT security providers
- Facilities, Events, Marketing, Travel and other key suppliers for business operations
- Professional advisers such as tax advisors and law firms
- Various miscellaneous and ad hoc suppliers of goods and services for OneStream’s own use

Risk Mitigations

1. As part of onboarding, all new employees are required to show their passport or national ID to demonstrate that the employee is at least 18 years old and has the necessary right to work in the relevant jurisdiction. This mitigates the risk of child labour and illegal trafficking.
2. OneStream has in place a Global Code of Ethics which sets out OneStream’s zero tolerance stance against slavery and human trafficking. All employees are required to read and confirm compliance with the Global Code of Ethics on an annual basis.

3. Relevant due diligence checks are carried out on material and high risk suppliers with the aim of ensuring compliance with applicable law.
4. Human Capital considerations are included in OneStream's ESG Statement.

Review

This Modern Slavery Statement and the Global Code of Ethics is reviewed annually and upon significant changes in applicable legislation. Each year OneStream will endeavour to enhance its understanding of risk and appropriate mitigations relating to slavery and human trafficking.