

F24's statement on modern slavery and human trafficking

Introduction

This statement establishes F24's actions to identify and eliminate all potential modern slavery and human trafficking risks related to our business and supply chains. F24 is in Europe known as a leading Software-as-a-Service (SaaS) provider for incident and crisis management, emergency notification, as well as for business messaging. Founded in 2000, F24 is headquartered in Munich (Germany) and has 14 locations across Europe, the Middle East and South America. F24 supports 3,000+ blue-chip enterprise clients in 80+ countries around the globe. These long-term client relationships are a sign of great trust, cooperation and appreciation. The long-term satisfaction of our clients is based on the high standards we adhere to for quality, security, reliability and innovation. F24 does not tolerate any violations of human rights among our suppliers, partners, customers, or other stakeholders, and we are committed to conducting our business ethically and with integrity. Based on the nature of our business as a professional software provider, we consider the risks of modern slavery and human trafficking in our value chain to be low. We comply with all applicable employment legislation, including employee pay and working conditions in the countries where we are present. We invest heavily in supporting the health and wellbeing of our staff.

Relevant policies

The organisation adheres to the following policies in order to identify any risks of modern slavery and human trafficking, and prevent them from occurring in operations. To name some of our main policies:

Code of conduct:

F24's code makes clear to all employees the actions and behaviour expected of them when representing the organisation. This includes maintaining the highest standards of employee conduct and ethical behaviour when operating locally and abroad as well as when interfacing with customers and suppliers.

Health & Safety Policy:

F24's purpose reflected in this policy is to set out our responsibilities, and of those working for us, in observing and upholding our position on safe and healthy working environments. Our Goal is a secure, meaningful, supportive and inclusive working environment built on sound conditions, complicity, openness and equality.

Whistleblowing and Grievance Policy:

This policy is intended to encourage employees and others to report suspected or actual occurrence(s) of illegal, unethical or inappropriate events (behaviours or practices) without retribution. F24 believes it is important to speak up about any potential issues, and in our company's benefit to resolve them as soon as possible.

Anti-Corruption and Bribery Policy:

It is our policy to conduct all of our business in an honest and ethical manner. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships. Upholding all laws relevant to countering bribery and corruption in all the jurisdictions in which we operate, in our legal entity in UK, we remain bound by UK laws, including the Bribery Act 2010, in respect of our conduct both at home and abroad.

Due diligence and monitoring risk

At F24, we aim to select reliable, well-known, world-class vendors, and the organisation undertakes due diligence when evaluating agreements with new suppliers, and regularly reviews its existing suppliers. For selected suppliers, this may include assessing risks related to modern slavery and human trafficking.

Training and awareness

We currently do not have training programs specifically related to modern slavery or human trafficking. We believe our Code of Conduct, which is broadly distributed and part of every employee's agreement, is sufficient to address these risks. We also raise awareness in the Group via communications on the company's Intranet platform, providing information, demanding must-read policies and documents, etc. We supplement these with emails to Managing Directors, who have the local responsibility to implement good behaviour according to F24's corporate policies.

Approval

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constituted F24's slavery and human trafficking statement, which has been approved by F24's Executive Committee and the Managing Directors of F24 Group's affiliates, who will review and update it annually.

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F24 AG

Jochen Schütte
Executive Board

Dr. Jörg Rahmer
Executive Board

Christian Götz
Executive Board

F-24 UK Limited

John Davison
Managing Director