



Modern Slavery Statement
FY 2025





1) Statement

This statement is made on behalf of BlueCat Networks, Inc. and its subsidiaries, including BlueCat Networks Europe Limited (together “BlueCat”) pursuant to section 54(1) of the UK’s Modern Slavery Act 2015 (the “Act”). BlueCat is a global technology company that supplies software products to enterprises to enable them to modernize, secure and optimize their network infrastructure. BlueCat provides its software products pre-installed on hardware servers, as stand-alone virtualized software appliances or software-as-a-service. It also offers technical support and professional services in connection with its products. BlueCat is a global company with primary operations in Canada, the United States, Germany, the United Kingdom, France, Iceland, Japan, Singapore and Serbia. BlueCat is privately held as a portfolio company of Audax Private Equity. This statement has been prepared by BlueCat in relation to the Act and relates to actions and activities during the financial year beginning 1 April 2024 and ending 31 March 2025.

2) Commitment

BlueCat is committed to preventing slavery, servitude, forced or compulsory human labour, child labour, abuse of power over vulnerable individuals, human trafficking or any other form of exploitation as contemplated by the Act in any part of our business or in our supply chain. BlueCat welcomes the transparency encouraged by the Act and this statement sets out for the public, BlueCat’s clients, suppliers and employees, the steps that are being taken in this regard by BlueCat.

3) BlueCat’s Internal Initiatives

BlueCat strives to be transparent and accountable in all commercial endeavors. As an organization, BlueCat is committed to meeting any social, ethical or legal standards, which will ultimately benefit BlueCat’s customers, employees, and the community at large.

BlueCat maintains an internal Code of Ethics and Business Conduct which sets out our principles as a business. Our Code requires our people to comply with applicable laws and conduct themselves with the highest ethical standards. Certification and training with respect to the Code is an annual compliance requirement for everyone at BlueCat.

4) BlueCat’s Supply Chain Initiatives

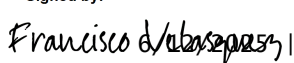
BlueCat’s procurement policies require that all contractors comply with relevant laws and applicable BlueCat policies and procedures, which give a clear view of the values and principles that underpin all of the work of BlueCat and what is expected of all persons involved in BlueCat’s business and supply chains.

All suppliers go through an internal review and approval process. BlueCat conducts diligence on each supplier, relative to the nature of the services provided by that supplier. This includes a review of the supplier’s policies and commitments to compliance with laws. If during the supply chain vetting process, it is discovered that additional measures are required with a certain supplier, that will help influence BlueCat’s decisions (a) to include that vendor in BlueCat’s supply chain, and (b) whether further diligence or contractual protections are required in BlueCat’s agreements with that supplier.

5) Moving Forward

BlueCat will continue to assess our efforts to combat the risks of forced labour practices to ensure that we and our suppliers conduct ourselves in compliance with applicable laws and the highest ethical standards.

This statement approved by BlueCat’s Chief Financial Officer and Director, Francisco Velasquez.

Signed by:
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