

Anti-slavery and Human Trafficking Statement

1 Introduction

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 (the "Act") and sets out the steps that Itineris have taken (and continue to take) to ensure that slavery and human trafficking is not taking place in our supply chain or in any part of our business.

This statement is made on behalf of the Itineris Management Team.

We are committed to improving our practices to combat slavery and human trafficking. We aim to ensure that our supply chains are free from slavery and human trafficking.

2 Our Business

Itineris is your go-to partner that provides flexible software solutions, expert industry knowledge, personal touch and reliable delivery. We are committed to helping you adapt to the fast-changing needs in the energy and water utility industry. Itineris offers a future-ready, agile, and flexible CIS that blends your operational efficiencies with industry best practices.

Itineris' UMAX is a leading utility-centric billing and CIS solution, developed on the Microsoft Dynamics 365 platform and delivered as a service in the Azure Cloud. It provides workflow automation and solutioning intelligence to ensure advanced customer engagement and streamlined business processes.

While utilities' processes are continuously evolving, we want to empower utility professionals to play their part in the new world of energy and water. We enable and empower utilities through technology, innovation and a deep understanding of the utility sector.

Itineris employs ca. 400 employees and is headquartered in Ghent, Belgium. 217 employees are based in Belgium, 36 employees in the UK, and 117 employees in the US.

3 Our supply chains

Our supply chains in terms of people resourcing include:

- insourcing of contractors and insourcing through Third Party Suppliers, both local partners and nearshore partners
- recruitment agencies
- cleaning and facility services
- travel services
- professional services such as lawyers, etc.
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4 Our policies

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any other part of the business. Our anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains.

5 In Practice

Due to the nature of our business (software – IT), our solid recruitment processes and our straightforward supply chains, we believe there is very low risk of slavery and human trafficking in any part of our business or our supply chains. To date we haven't discovered any modern slavery in our supply chains.

The main risk we have identified is related to our X-shoring activities. To mitigate this risk, we apply additional scrutiny in the recruitment process, we installed a specific supplier review methodology driven by our PMO department and we stay close to the people we engage with via X-shoring.

We put in place a number of processes across our business to:

- Identify inappropriate employment practices,
- Identify risk areas,
- Protect whistle blowers.

6 Suppliers

We have a zero-tolerance policy to slavery and human trafficking. We expect all of our suppliers to respect our core values and act with a similar level of integrity as we do.

We strive for all of our contracts to have included an anti-slavery and human trafficking statement. Such statement or clause gives us the right to terminate agreements with suppliers if there are reasonable grounds to suspect breaches with our standards.

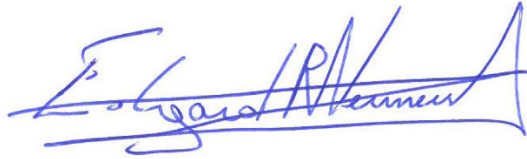
7 Understanding

We expect all of our employees to regularly familiarize with our anti-slavery and human trafficking policy. Our policy is published on our internal SharePoint portal and is accessible to all employees, any time, any place.

Whenever we feel the need to focus even more, we will incorporate a training moment as part of regular business meetings.

8 Statement

This Statement was applicable for the financial year of 2022 and was approved by the Global Management Team.



Edgard Vermeersch
CEO Itineris