

OWNBACKUP ANTI-MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

At OwnBackup, culture is as important as results, and a strong culture stands on a foundation of ethics and integrity.

- Sam Gutmann, CEO

OwnBackup is opposed to slavery, trafficking in persons and forced labour of any form, and is committed to working to mitigate these risks in all aspects of our business.

ORGANISATION'S STRUCTURE

OwnBackup UK Limited, incorporated in England and Wales, is a wholly-owned subsidiary of OwnBackup Inc, incorporated in Delaware, USA, which is in turn a wholly-owned subsidiary of OwnBackup Ltd, incorporated in Israel, and together they are part of the OwnBackup group of companies. OwnBackup is the leading SaaS data protection platform, providing cloud-based data backup, recovery, security, archiving and sandbox seeding for companies, governments and other organisations. Co-founded by seasoned data protection experts, OwnBackup is headquartered in Englewood Cliffs, New Jersey, USA, with research and development, customer support, and other functions in Israel, the United Kingdom, Europe and Australia.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or our supply chains. As part of our culture of ethics and integrity, We are committed to acting ethically and with integrity in all our business relationships and to implementing effective systems and controls to ensure slavery and human trafficking are not taking place in our supply chains.

We are opposed to trafficking in persons and forced labour in any form. We are committed to mitigating the risk of trafficking in persons and forced labour in all aspects of our business. OwnBackup forbids its employees from engaging in or supporting in any way trafficking in persons and other forms of forced labour. We do this to comply with the law, but we also strongly believe that it is the right thing to do.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we:

- provide Ethics and Code of Conduct training annually to all OwnBackup employees,
- maintain a strong focus on our values, one of which is to *promote trust through transparency*, and
- have implemented a [Business Conduct Principles](#), to which ask all of our suppliers and business partners to adhere.

We have a system to:

- mitigate the risk of slavery and human trafficking occurring in our supply chains (see below for further details), and
- protect whistle-blowers.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance for slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have implemented supply-chain controls that include:

- supplier risk assessments, including questionnaires that help us determine whether our suppliers have appropriate governance controls procedures in place, including those dealing with ethical business practices, and
- Business Conduct Principles to which we ask suppliers to adhere and which include, among other things, a commitment to minimise the risk of slavery and human trafficking in our suppliers' supply chains.

TRAINING

Our Anti-Modern Slavery and Human Trafficking Policy is communicated to all staff, and we address this topic in our Code of Conduct, which all staff are required to sign and on which all staff are required to undergo training annually.

In addition, employees are encouraged to report their concerns to their manager, to the General Counsel, or through legal@ownbackup.com, safe in the knowledge that OwnBackup does not tolerate retaliation against any individual who reports any concern in good faith.

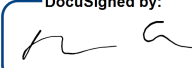
OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We have implemented the policies and processes set out above and we will work towards putting measures in place to monitor their effectiveness. Our ambition is to understand how effective we are in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains.

FURTHER STEPS

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains, we intend to continue to improve the steps we take to combat slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2022.

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Sam Gutmann
CEO

OwnBackup UK Limited
Date: 1 October 2022