

Alvaria Anti-Slavery and Human Trafficking Statement

Alvaria, Inc. and its affiliates, including Alvaria Technologies UK Limited, Voxeo Europe Limited, Qivox Limited, Noble Systems UK Limited, Open Wave Limited and Noble Systems Contact Centre Solutions Ireland Limited (collectively, "Alvaria"), is committed to improving awareness of the practices necessary to combat modern slavery and human trafficking. To that end, Alvaria has adopted an Anti-Slavery and Human Trafficking Policy (the "Policy") that applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners. We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains. Alvaria's management has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

Alvaria provides contact center and workforce optimization software solutions to various industries, including financial services, healthcare, retail, utilities, telecommunications, transportation, travel and hospitality, education, and government. We have considered the risk profile of our business and our business partners, and have determined that, due to the nature of our business and our industry (software and technology development and sales) and that our employee demographic is mostly professional, modern slavery and human trafficking statement is a low risk at Alvaria. Nevertheless, our Policy reflects our commitment to acting ethically and with integrity in all of our business relationships and to ensure that modern slavery and human trafficking are not taking place.

Our Policy is available on our intranet, and is accessible or readily available to all our partners, staff, and contractors. Everyone at Alvaria is encouraged to report any concerns regarding modern slavery or human trafficking in accordance with our whistleblowing policy.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our anti-slavery and human trafficking statement for the financial year ending 2025.



Lynn Parkin

Director