

## **Modern slavery statement for financial year 2024**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Sapiens has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Sapiens has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### **Our business**

Sapiens International Corporation N.V. (NASDAQ and TASE: SPNS) is a leading global provider of software solutions for the insurance industry. We offer integrated core software solutions and business services, and a full digital suite for the Property and Casualty/General Insurance; Life, Pension and Annuities; and ReInsurance markets. Sapiens also services the workers' compensation and financial and compliance markets.

Our portfolio includes policy administration, billing and claims, underwriting, illustration and electronic application; reinsurance and decision management software. Sapiens' digital platform features customer and agent portals, and a business intelligence platform. With a 30-year track record of delivering to more than 400 organizations, Sapiens' team of over 2,500 operates through our fully-owned subsidiaries in North America, the United Kingdom, EMEA and Asia Pacific.

### **Our high-risk areas**

The services we provide to our customers are performed for Information technology and subject matter experts and our HR Director, reviews the pay bands with Industry Standard benchmarks, to maintain competitive rates to support staff retention and new recruitment programs.

### **Our policies**

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will. We review the salary bands of roles within in our organisation, with industry standards for the roles in each of the countries of operation.

2. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
3. Code of Conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

#### Our suppliers

Sapiens operates a supplier policy and maintains a preferred supplier list for additional contracting staff. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that our suppliers have never been convicted of offenses relating to modern slavery. In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. For UK based suppliers - They pay their employees at least the national living wage for the role required.
2. For International suppliers - They pay their employees any prevailing minimum wage applicable within their country of operations.
3. We may terminate the contract at any time should any instances of modern slavery come to light.

#### Training

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

#### Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

We are committed to continually reviewing and improving our practices to ensure that modern slavery is never present in our business or supply chain



Patrick Slattery, Director

Sapiens (UK) Limited

January 7, 2025