

## Introduction

Andrisoft is committed to ensuring that modern slavery and human trafficking are not present in any part of our business. We take our responsibilities seriously and strive to maintain ethical standards in all our operations.

## Our Business

Andrisoft is a software development company specializing in anti-DDoS solutions and software development of applications needed by Network Operation Centers and Security Operation Centers. Our primary operations are based in Timisoara, Romania, and we serve clients globally. As a technology company, our workforce consists of highly skilled professionals, and we do not engage in manufacturing or supply chain activities.

## Our Commitment

We are dedicated to maintaining a workplace that upholds the highest standards of integrity and human rights. While our company does not have suppliers or subcontractors, we are committed to:

- **Ethical Employment Practices:** Ensuring fair wages, safe working conditions, and respect for the rights and dignity of all our employees.
- **Employee Awareness and Training:** Providing training to our employees to recognize and report any signs of modern slavery and human trafficking.
- **Vigilance and Continuous Improvement:** Regularly reviewing our policies and practices to ensure they remain effective and compliant with the latest legal and ethical standards.

## Risk Assessment and Due Diligence

Given our business model, we assess the risk of modern slavery and human trafficking within our operations as low. However, we remain vigilant and take the following steps to mitigate any potential risks:

- Conducting regular reviews of our employment practices and conditions.
- Ensuring all employees are aware of their rights and the channels available to report any concerns.
- Maintaining transparent and ethical recruitment processes to prevent exploitation.

## **Reporting and Compliance**

We have established clear reporting mechanisms for any concerns related to modern slavery or human trafficking. Employees can report any issues confidentially, and we ensure that all reports are investigated thoroughly and appropriate actions are taken.

## **Conclusion**

Andrisoft is committed to preventing modern slavery and human trafficking within our business operations. We will continue to uphold ethical standards and ensure our employees work in a safe and respectful environment.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes Andrisoft's modern slavery and human trafficking statement for the financial year ending 2024.

**Cristian Andries**

CTO

**Andrisoft SRL**

**Date: 18 June 2024**

For any further information or to report any concerns, please contact [sales@andrisoft.com](mailto:sales@andrisoft.com).