

CONFIGURE ONE EUROPE LIMITED – MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR YEAR ENDED 31 DECEMBER 2023

Introduction from the Board of Directors

We, Configure One Europe Limited, are committed to ensuring that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organization and in our supply chain.

Organization's structure

We are a provider of Configure Price Quote (CPQ) software solutions in the manufacturing sector. We are a part of the Revalize Group, and our ultimate parent company is Revalize, Inc. Revalize, Inc. has its head office in the United States. Revalize Group offers a portfolio of industry leading Computer Aided Design (CAD), Product Lifecycle Management (PLM) and Configure Price Quote (CPQ) solutions for businesses who design, model, develop and sell across multiple industries. Revalize Group has over 450 employees and operations in the United States, Germany, the Netherlands, Slovakia, Switzerland, and the United Kingdom, offering solutions to customers globally.

Our business

Configure, price, quote (CPQ) software allows users across enterprise organizations to quote complex products and services accurately and quickly. Our platform streamlines the sale and manufacturing of complex products, integrating with upstream and downstream business systems, lowering costs across the organization. Our business is located in the United Kingdom and we offer services to customers globally.

We own our proprietary software solutions and offer bespoke solutions to customers, specifically tailored to their business.

Our supply chains

We have assessed our key supplier relationships in the context of modern slavery, and believe they fall into the following key categories:

- Third party suppliers of IT consultants/professionals for the development of our own products and for our services offering;
- Suppliers of hardware, hosting infrastructure and other IT components for the provision of our hosting, hardware support, and SaaS offerings. Microsoft is a key supplier in this category;

- Third party software and associated service suppliers, where we resell or introduce those third-party products.

Our policies on slavery and human trafficking

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies.

Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships. Configure One Europe, Ltd is committed to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

External

We have zero tolerance to slavery and human trafficking. We have assessed our key supplier relationships and many of those businesses appear to have robust policies and processes to combat modern slavery. We undertake strict due diligence processes when appointing new suppliers. To ensure all those in our supply chain and contractors comply with our values, we have in place a supply chain compliance program with professionals across Legal, Human Resources and Sales contributing.

We have assessed the territories from which we operate by reference to the Walk Free Global Slavery Index 2023 and have identified that we generally do not conduct business in countries which are considered to have a high risk of forced labor.

Internal

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide regular training to our staff.

Within our own workforce, we have a robust system to combat slavery and human trafficking:

- We have in place recruitment policies which include right to work checks and adhere to minimum wage obligations in each territory in which we have a presence.
- We recruit new employees and contractors through reputable recruitment agencies.
- We hire any apprentices through reputable training providers and ensure all employees (including apprentices and interns) are paid at least minimum wage.
- We train and brief our applicable Human Resources personnel on the applicable policies and procedures relating to recruitment and right to work checks.

- We also have in place a formal written whistleblowing policy, applicable to all employees and workers in the Group, which facilitates the transparent reporting of non-compliance including with modern slavery legislation.

In relation to the effectiveness of these processes and policies, no issues of non-compliance have arisen during 2023, whether reported under whistleblowing policies or otherwise.

Steps taken in 2023

We have implemented a global HR Information System which provides transparency across the Revalize Group and enables us to achieve a coordinated approach to policies and procedures more effectively.

We utilise a single provider of visa and immigration checks as part of our recruitment process, providing further assurance on our compliance with modern slavery legislation.

Further steps

In 2024, we intend to conduct a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains.

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 2023. It was approved by the board on 10 April 2024.

Mike Sabin

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Configure One Europe Limited

Date: 11 April 2024