



Modern Slavery & Human Trafficking Statement

mend.io has a zero-tolerance approach to any form of modern slavery in its business and supply chains. This statement sets out the steps taken by all [Mend Group Companies](#) during the financial year to ensure that slavery and human trafficking are not taking place in any of its supply chains and in any part of its own business.

About mend.io

mend.io is a leading provider of application security solutions and a provider of a platform that offers detection and remediation solutions for both open-source software and custom code. We are committed to the highest legal and ethical standards in all aspects of our business and expect the same standards from our employees, suppliers, and partners.

Our Supply Chain

As a SaaS provider, we have a limited supply chain and the majority of our suppliers provide us with software, hardware and other technology-related services.

We consider ourselves to have a minimal risk of being involved in human trafficking, modern slavery or forced labor. Nevertheless, at mend.io, we are committed to preventing acts of modern slavery and human trafficking in our organization and within our supply chain.

Actions taken by mend.io to prevent modern slavery and human trafficking in our business and supply chain:

- Supplier Code of Conduct ("Supplier Standards"): We conduct risk assessments of new suppliers as part of our supplier on-boarding process and inform them of mend.io's **Supplier Standards** and of mend.io's expectations for our suppliers that they should establish policies and procedures to ensure compliance with the Supplier Standards and all applicable laws and regulations including by not engaging in any form of human trafficking, modern slavery or forced labor.
- mend.io's Code of Conduct & Business Standards ("Business Standards") provides a minimum set of standards that guide all employees, officers and directors of mend.io including in respect of modern slavery and human trafficking.
- Hiring Policies:



4 Ariel Sharon St.

Givatayim 5320047

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- Provide all mend.io employees with employment contracts clearly outlining the employment relationship and terms. mend.io will only engage non-employee contract workers on terms that do not contravene these Business Standards.
- Not accept child labor. No persons shall be employed by mend.io at an age younger than 15 or younger than the legal age for employment if this is higher than 15. mend.io committed to following all legal limitations regarding the employment of persons below the age of 18.

Our compliance and legal teams are monitoring and assessing mend.io's compliance with these standards, implementing required steps and procedures on an ongoing basis

Training

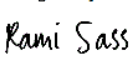
To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and in our supply chains, we provide periodic training on the Business Standards to all our staff members and, where appropriate, we ask our vendors to provide training to their staff and suppliers.

Reporting

We expect our employees, clients, suppliers, and partners to report to us any knowledge or suspicion of modern slavery.

We will thoroughly investigate all reports and ensure appropriate measures are taken by consulting with mend.io's Legal Team. Such measures may include reporting information to the relevant authorities or, if determined as necessary by mend.io, terminating our relationship with the supplier.

This statement constitutes mend.io's modern slavery and human trafficking statement, as approved by the Board of Directors of White Source Ltd. doing business as mend.io in September 2024.

Signed by:

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Rami Sass,
CEO, mend.io



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