



Mend.io Modern Slavery & Human Trafficking Statement

Year Ending 31 December 2024

Approved by the Board of Directors of White Source Ltd., d.b.a Mend.io, on November 13, 2025.

1. Introduction and Commitment

White Source Ltd., doing business as Mend.io and its group of subsidiaries listed below (“Mend.io”, “we”, “our”, or “the Company”), is committed to acting ethically and with integrity in all our business dealings and relationships. We have a zero-tolerance approach to any form of modern slavery, servitude, forced or compulsory labour, and human trafficking.

Although Mend.io does not have a legal obligation to publish a statement under the UK Modern Slavery Act 2015 (Section 54) - as the group has no UK-incorporated entity - we publish this statement voluntarily to reflect our commitment to human rights, ethical governance, and transparency across our operations and supply chains.

2. Our Structure, Business, and Supply Chains

Mend.io is a global SaaS provider offering **application security solutions**, including tools that detect and remediate vulnerabilities in both open-source and proprietary code. Mend.io’s group operations include:

Entity Name	Purpose/Services	Location
White Source Ltd.	Support, Maintenance, Implementation and Development	Tel Aviv Erea, Israel
WhiteSource Software, Inc.	Support, Maintenance, Implementation and Development	MA, USA
WhiteSource Zagreb d.o.o.	Maintenance and Development	Zagreb, Croatia





Supply Chain

As a SaaS provider, our supply chain primarily consists of software, hardware, and technology-related service providers, including cloud hosting, IT infrastructure, and other services. Given the nature of our business, we assess our overall risk exposure to modern slavery and human trafficking as low, but remain vigilant through proactive risk management and supplier engagement.

3. Policies and Governance

Mend.io's commitment to preventing modern slavery is underpinned by the following policies and standards, applicable across all Mend Group Companies:

- **Supplier Code of Conduct** – publicly available, the Supplier Code of Conduct sets expectations that all suppliers must operate ethically, comply with applicable laws, prohibit forced or child labour, and uphold fair employment practices.
- **Mend Code of Conduct & Business Standards** – establishes the ethical and legal principles that guide all Mend.io personnel, officers, and directors.
- **Recruitment and Employment Policy** – ensures all employees and contractors are engaged under lawful terms and prohibits the employment of anyone below the legal working age.

Governance: Oversight of Mend.io's modern slavery programme rests with the Legal and Compliance Team, which reports periodically to the Chief Executive Officer and the Board of Directors. The Board reviews and approves this statement annually.

4. Risk Assessment and Due Diligence

We perform risk assessments as part of our supplier onboarding and renewal processes, focusing on:

- **Geographic risk** (countries of operation or supply),
- **Sectoral risk** (industries with known vulnerabilities to labour exploitation), and
- **Service risk** (use of subcontracted or low-skilled labour).

We require our suppliers to review and adhere to our publicly available [Supplier Code of Conduct](#), which sets out our expectations regarding ethical conduct, human rights, and fair labour practices. Suppliers are encouraged to adopt equivalent standards within their own operations and supply chains.

Our due diligence process includes:

- Screening new suppliers and assessing their alignment with our Supplier Code of Conduct;
- Conducting periodic reviews of higher-risk suppliers, as determined by service type and geography, as needed; and



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- Taking appropriate steps, including escalation to the Legal and Compliance Team, where material concerns are identified.
- Taking corrective or termination action where material non-compliance is identified.

5. Actions Taken and Performance Indicators (2024 Reporting Year)

During the reporting period, Mend.io undertook the following actions to strengthen its controls:

- Ensuring that Mend.io's Supplier Code of Conduct remains accessible online and visible to our suppliers as the principal channel for setting ethical expectations;
- Delivering Business Standards training to all our personnel; and
- Reinforcing internal procedures for reporting concerns and escalating issues to the Legal and Compliance Team.

Performance Indicators:

- Supplier Code of Conduct accessibility and awareness;
- Staff training completion rate;
- Number of modern-slavery related concerns reported (target: zero).

No instances of forced labour, human trafficking, or child labour were identified during the financial year.

6. Training and Awareness

Mend.io provides mandatory annual training to all personnel on our Code of Conduct & Business Standards, which includes guidance on identifying and reporting modern-slavery risks.

Suppliers are encouraged to implement equivalent training within their own organizations.

7. Reporting Concerns

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

Reports may be made confidentially to the Legal Team via legal@mend.io. Mend.io investigates all allegations promptly, taking appropriate measures that may include escalation to authorities or termination of supplier relationships.

8. Future Commitments (2025 and Beyond)

Mend.io intends to:

- Introduce supplier self-assessment questionnaires to deepen oversight of supply-chain compliance;
- Continue embedding human-rights risk assessment within our ESG governance framework; and



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- Publish updated statements annually to maintain transparency and continuous improvement.

9. Approval

This statement has been approved by the Board of Directors of White Source Ltd., doing business as Mend.io, on November 13, 2025, and signed by:

Signed by:

Rami Sass *Rami Sass*
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Chief Executive Officer, Mend.io
Date: November 18, 2025



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