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Mend.io Modern Slavery & Human Trafficking Statement

Year Ending 31 December 2025

Approved by the Board of Directors of White Source Ltd., doing business as Mend.io, on 28 October 2026.

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.

Mend.io publishes this statement in alignment with the reporting framework set out in section 54 of the UK Modern Slavery Act 2015, 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 Area, Israel
WhiteSource Software, Inc.	Support, Maintenance, Implementation and Development	MA, USA
WhiteSource Zagreb d.o.o.	Maintenance and Development	Zagreb, Croatia

Supply Chain

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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 and updated in June 2026, 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 (2025 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 up to date, accessible online and visible to our suppliers as the principal channel for setting ethical expectations;
- Completing a review of our contract portfolio to identify ESG-related obligations, including social and labour commitments;
- Reviewing and responding to supplier ethics, social-impact and sustainability due diligence requests received from customers, and confirming alignment with their codes of conduct where appropriate;
- Delivering periodic training to our personnel;

Performance Indicators:

- Supplier Code of Conduct accessibility and awareness;
- Staff training completion rate;
- Number of modern-slavery related concerns reported: (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. Progress and Future Commitments (2026 and Beyond)

Since the end of the reporting period, Mend.io has updated and republished its Suppliers and Business Partners Code of Conduct (June 2026); introduced a revised vendor onboarding

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process that runs legal and security review in parallel and sets a minimum set of documents a vendor must provide before engagement; delivered its 2026 annual Code of Conduct training, which records a completion rate of 98.3% as at 23 June 2026; and extended Code of Conduct training to new joiners as part of onboarding.

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
- Publish updated statements annually to maintain transparency and continuous improvement.
- Monitor the reforms to section 54 of the UK Modern Slavery Act 2015 proposed in the Immigration and Asylum Bill introduced to the UK Parliament on 30 June 2026, and keep our reporting aligned with the framework as it develops.

9. Approval

This statement has been approved by the Board of Directors of White Source Ltd., doing business as Mend.io, on 28 October 2026, and signed by:

Signed by:
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Azi Cohen
Chief Executive Officer and member of the board of directors, Mend.io
Date: