

# APPLAUSE<sup>o</sup>

## STATEMENT PURSUANT TO THE MODERN SLAVERY ACT 2015

Applause App Quality, Inc. is the leading global provider of crowd testing services and usability feedback to software developers. Applause empowers leading brands to deliver flawless digital experiences for their customers on any device, in every location. The company's digital testing and feedback solutions enable businesses to delight customers, drive topline revenue and innovate faster. Applause ensures digital experience quality for websites, mobile apps, IoT products and in-store interactions in a way no other approach can – through its technology platform and managed global community of over 400,000 on-demand testers, experts, and panelists. Only real people on real devices in real locations can provide the insights that brands need to deliver great digital customer experiences.

### **Organization's Structure, Business and Supply Chain**

Applause App Quality, Inc. is the parent company of the Applause group (the "Group"). The Group has over 350 employees worldwide and operates from offices in the US, Germany, Poland, India, Israel and the UK.

Our supply chain is simple. We provide our crowd testing services through a worldwide community of digital experience experts. The Applause community has over 400,000 registered testers from over 200 countries and with over 350,000 test devices.

We otherwise develop the software platform through which our crowd testing services are delivered through a mixture of in-house and third party provider resources. These include professional service firms acting as contractors in the delivery of professional services.

### **Our policies on slavery and human trafficking**

We adhere to all wage and labor laws in the jurisdictions where we operate. We condemn unlawful child or forced labor, including human trafficking and slavery, in any of our operation, and we do not knowingly conduct business with those who do.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. We have made a commitment to conduct all business activities with honesty, integrity and fairness in line with the highest ethical standards.

Applause has a number of internal policies to ensure that it conducts business in an ethical and transparent manner. These include:

**Code of Business Conduct & Ethics-** This code explains the manner in which Applause behaves as an organization and how it expects its employees to act.

**Conflict of Interest-** This policy provides guidance for employees to exercise their best judgement to ensure that personal interests do not conflict with the best interests of the company.

**Whistleblowing-** Applause has a whistle blower hotline where employees can raise serious concerns internally so that the company can correct inappropriate conduct and actions.

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## Due Diligence Process For Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chain.
- Mitigate the risk of slavery and human trafficking occurring in our supply chain.
- Monitor potential risk areas in our supply chain.
- Protect whistle blowers.

## Supplier Adherence to our Values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we ensure that our suppliers contractually commit (where appropriate) to:

- comply with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes from time to time in force including but not limited to the Modern Slavery Act 2015; and
- not engage in any activity, practice or conduct that would constitute an offence under sections 1, 2 or 4, of the Modern Slavery Act 2015.

We have involvement from all elements of our business to ensure we are meeting our requirements under the Modern Slavery Act and other applicable anti-slavery and human trafficking laws.

This statement is made pursuant to section 54(1) of the UK's Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending December 31, 2018.

DocuSigned by:  
  
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Doron Reuveni  
Chief Executive Officer  
Applause App Quality, Inc.

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