



Hyland Modern Slavery and Human Trafficking Statement

Fiscal Year 2018

Modern slavery is a crime and a gross violation of fundamental human rights. It takes various forms, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our corporate activities. We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the UK Modern Slavery Act 2015.

Hyland only engages with resellers, partners, contractors and vendors who demonstrate a serious commitment to the health and safety of their workers, and operate in compliance with all human rights laws.

This statement sets out Hyland's actions to understand all potential modern slavery risks related to business and to ensure steps are maintained to prevent slavery and human trafficking.

Our Business

Hyland Software, Inc. is a global software organization headquartered in Westlake, Ohio with subsidiaries located in the United Kingdom, Germany, Switzerland, Brazil, Colombia, Canada and The Netherlands. Collectively, Hyland has more than 25 office locations and more than 3,000 employees around the world. Hyland is among Fortune 100 Best Companies to Work For.

Hyland's proprietary software products are marketed, licensed and serviced both directly and through an exclusive network of authorized resellers, strategic alliance partners, integration partners and original equipment manufacturers.

Our Supply Chains and Supplier Adherence to Our Core Values

Hyland's Sourcing Department actively seeks out, develops and attempts to build significant vendor relationships with Small Disadvantaged Businesses, Women-Owned Small Businesses, Veteran-Owned Small Businesses, including Service-Disabled Veteran-Owned Small Businesses and HUB-Zone Small Businesses, to ensure full and equitable opportunities when procuring goods and services.



Hyland's Sourcing Department manages and works with all of Hyland's suppliers which provides the ability for Hyland to have a dedicated team to manage Hyland's supplier relationships and ensure compliance by its suppliers with [Hyland's Core Values](#) and other applicable policies, such as Hyland's Code of Business Conduct and Ethics and [Supply Chain Transparency Policy](#).

To date Hyland has not been made aware of any human trafficking / slavery activities within Hyland's supply chain. To the extent any such claimed activity is reported to or discovered by us, we would act immediately in accordance with our legal and moral obligations.

Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our [Supply Chain Transparency Policy](#) reflects our commitment to acting ethically and with integrity in all our business relationships to ensure slavery and human trafficking is not taking place anywhere in our supply chains. Hyland is constantly working on improving its processes to that effect.

Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk with respect to suppliers, Hyland has a dedicated sourcing department, which among other things:

- Has implemented a vendor portal used to manage our vendor relationships, including our suppliers.
- Performs due diligence, as applicable, on new suppliers as part of Hyland's supplier pre-qualification process, which includes supplier completion of questionnaires relating to supplier corporate information, performance, and compliance to establish that suppliers adhere to Hyland's standards, complies with applicable laws and are a suitable supplier.
- Continually identifies and assess potential risk areas when considering taking on new suppliers and regularly reviews our existing supply chains and policies to ensure and improve compliance.
- Continually updates and improves supply chain management processes to reduce risk.
- Includes language in contracts to address compliance with applicable laws, rules and regulations, where appropriate.
- Understands their obligations to speak-up and seek guidance regarding any misconduct or non-compliance by any employee or supplier and the various reporting avenues Hyland makes available to all of its employees to do so; including Hyland's Reporting Hotline, where employees can submit their concerns via website or phone 24 hours a day 7 days a week and is managed by an independent third party.

The Hyland logo consists of a square with a green-to-blue gradient background. The word "Hyland" is written in white, sans-serif font in the center of the square.

Hyland

Training

In addition to Hyland's Core Values and other Hyland policies, such as Hyland's Code of Business Conduct & Ethics and [Supply Chain Transparency Policy](#), Hyland is assessing additional training/learning for our Sourcing Department specifically geared toward slavery and human trafficking to further mitigate such risks in Hyland's supply chain.

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

A handwritten signature in black ink, appearing to read "Bill Priemer".

Bill Priemer
President & CEO