



MODERN SLAVERY STATEMENT

Introduction

It is a priority for Magnet Forensics to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chains. This statement highlights the key activities we have undertaken during this financial year to combat modern slavery in our organisation and supply chain.

Organisation's Structure

Magnet Forensics Inc. ("MFI") has its head office in Canada, and is the parent company of affiliated companies in North America, EMEA and APAC, including a branch office in the UK. Magnet Forensics has approximately 500 employees globally, and a consolidated annual revenue of USD\$70.3* (*as of December 31, 2021).

Our Business

Founded in 2010, Magnet Forensics is a developer of digital investigation software that acquires, analyzes, reports on, and manages evidence from digital sources, including computers, mobile devices, IoT devices and cloud services. Magnet Forensics' software is used by more than 4,000 public and private sector customers in over 100 countries and helps investigators fight crime, protect assets and guard national security.

Our Supply Chains

Procurement within Magnet Forensics is carried out both centrally and within local markets across the globe, and is guided by our corporate policies. Our supply chain includes IT service and hardware suppliers, business consultants, and product marketing suppliers, including those in the events and travel business.

Our Policies on Slavery and Human Trafficking

We have appropriate policies in place that underpin our commitment to act ethically in our business practices, and to ensure there is no modern slavery or human trafficking in our supply chain or any part of our business. Such policies include our employment policies, Code of Business Conduct and Ethics, Vendor Management Policy, and Whistleblowing Policy, all of which we continuously review and update.

Due Diligence Processes for Slavery and Human Trafficking

We recognize that the following are examples of modern slavery: forced labor, forced child labor, indentured servitude, slave labor, bonded labor, and human trafficking. While modern slavery can be found among any population, we recognize certain groups or countries are particularly vulnerable, including, domestic and foreign migrant workers, temporary workers, vulnerable populations (e.g., refugees), student workers, and countries with weaker labor law enforcement.



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As part of our initiative regarding addressing modern slavery and human trafficking in our business and/or supply chain, we have systems in place to identify, assess and mitigate potential risk areas, and protect whistleblowers.

Supplier Adherence to Our Values

We have zero tolerance in regards to modern slavery and human trafficking. We have in place a supply chain screening and onboarding policy to help ensure those in our supply chain comply with our values. We also have a compliance team, which consists of representatives from Legal, Security, HR, and Procurement in place to address this issue.

Training

We provide training on our policies annually to our employees.

Key Performance Indicators to Measure Effectiveness of Steps Being Taken

We log complaints received (internally or externally), together with actions taken. To the date of this statement, we have had no identified instances of modern slavery.

Further Steps

The following are steps we intend to take over the course of this coming year to ensure that there is no modern slavery or human trafficking in our supply chains or business:

- prioritize risks to target actions where they can have the most impact, and report on KPIs;
- make year-on-year progress in addressing any potential risks and improve outcomes for workers in our business and supply chains;
- continue to improve upon our vendor screening and onboarding activities; and
- enhance our training for employees and vendors regarding modern slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for December 31, 2022.

MAGNET FORENSICS INC.

DocuSigned by:

Adam Belsher

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Adam Belsher, CEO
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