



# OpenText Sustainable and Ethical Procurement Policy

July 2023





policy, a minor or child is considered to be a person under the age of eighteen (18) years of age. OpenText requires its suppliers to have policies in place to prevent any form of modern slavery or human trafficking in their corporate supply chain by promoting transparency in their organization and throughout their supply chain. [OpenText's Modern Slavery Statement](#) reflects our commitment to ensuring the prevention of slavery and human trafficking in our corporate activities and supply chains.

- OpenText will respect and uphold the rights of people in the supply chain in the following ways:
  - To freely choose employment;
  - No forced, bonded or compulsory prison labor;
  - Having the choice, without distinction, to elect to join or form trade unions of their own choosing and, where applicable, the right to bargain collectively;
  - In the case where a trade union is present, union representatives are not to be discriminated against and are to have the ability to perform their respective representative functions in the workplace without reprisal;
  - Fair wages that meet or exceed the national or local legal standard as applicable;
  - Standard working hours that are in compliance with national or local industry standards. In the case where there is a difference, the more stringent law shall be applied;
  - Overtime hours being in accordance with applicable national or local laws. In the case where there is a difference, the more stringent law shall be applied;
  - Equal opportunities;
  - Recognized employment relationship;
  - Freedom from intimidation or bullying, and a safe and healthy working environment
- In accordance with our [Supplier Code of Conduct](#), OpenText will require suppliers to have policies and processes to manage ethical issues within their supply chain, including, but not limited to all labor-related processes to ensure compliance with all of the requirements set out immediately above.

OpenText is committed to the ongoing development and management of company-wide sustainable and

