



BLUE PRISM GROUP PLC
MODERN SLAVERY STATEMENT

FY 2020

This statement is made by Blue Prism Group plc ('Blue Prism') on behalf of itself and its subsidiaries (the 'Group') in accordance with the requirements of section 54(2) of the Modern Slavery Act 2015 and the Modern Slavery Act 2015 (Transparency in Supply Chains) Regulations 2015. It sets out the steps taken by Blue Prism Group plc and its subsidiaries during the 2020 financial year.

ORGANISATIONAL STRUCTURE

The Group is headquartered in the UK and as at 30 April 2020 had 1,010 employees worldwide.

Blue Prism operates wholly owned subsidiary companies in the UK, US, France, Germany, India, Singapore, Hong Kong, Japan, Canada, United Arab Emirates, Sweden, Russia, China, South Africa, Switzerland, Spain and Australia, which employ staff, lease premises and procure services.

ORGANISATIONAL POLICIES

Blue Prism has defined a set of common values:

P: We are **Professional** - smart in both thought and presentation

R: We argue passionately and openly but we have **Respect** for each other and a consensual style

I: We act with **Integrity** in our business dealings

S: We strive for **Success** - we are totally committed to being the best we can be

M: We **eMpower** our people to act in the interests of the company

These Blue Prism values are reflected in everything that we do, beginning with the selection criteria used in the employee recruitment process and continuing throughout all elements of the Company's business. The Board ensures that ethical behaviours are expected and has reinforced this during the year by launching a new Code of Conduct, which all employees, directors, contractors and consultants must follow, covering a range of key topics including modern slavery. Everyone is required to acknowledge their responsibilities under the Code of Conduct and supplementary online training on aspects of it is mandatory to ensure the principles in the Code of Conduct are embedded. The Board is also responsible for ensuring that appropriate systems and controls are in place to ensure compliance with all policies. Where situations arise that are not covered by existing policies, Blue Prism follows the advice of independent bodies, such as ACAS, who promote best practice.

All Blue Prism employees have produced the necessary paperwork to show that they are legally entitled to work in their country of employment and employment is not offered to anyone under the legal minimum age. Modern slavery considerations are highlighted in the Blue Prism Employee Handbook and employees are encouraged to refer to the Whistle-blowing Policy if they have concerns.

DUE DILIGENCE

Blue Prism generally develops its own software products in-house and therefore does not rely upon an extensive third-party supply chain to produce the products we sell in our core business. The Group's supply base tends to be local service providers or multi-national partners that have implemented robust Modern Slavery and Human Trafficking policies. For each new supplier, due



regard is given to ethical considerations including modern slavery. The employee who is responsible for procuring particular goods or service is required to assess the overall merits of the supplier, including the risk of modern slavery, as part of any procurement or tender process.

Our purchase order system provides transparency of our suppliers. Due diligence takes place on each new supplier prior to adding them to the system. We take a risk-based approach to due diligence based on a number of factors including value of the contract, type of contract and territory.

We do not currently consider any area of our supply chain to carry a high risk of modern slavery.

In the future, where high or medium risk areas are identified, appropriate steps will be taken to ensure that policies exist, and contractual obligations are in force to minimise the possibility of slavery or human trafficking.

RISK ASSESSMENT AND MANAGEMENT

Due to the nature of our business, the Board considers Blue Prism's business operations and supply chain to have a low modern slavery risk overall. Any controls that have been put in place are considered proportionate to the probability of occurrence, severity of the risk and the size and nature of the business.

The greatest risk of modern slavery in our business comes from hiring overseas employees and suppliers in countries where the protections against modern slavery may not be as developed as they are in the UK. We work with experienced partners when setting up our overseas offices to ensure stringent procedures are put in place to mitigate this.

EFFECTIVENESS

The risk of modern slavery occurring in our business and supply chains is relatively low compared to other companies, however we do not view this as a sign to be complacent. Our culture, which is strongly embedded in our operations, enhances protection against occurrences of modern slavery. Additionally, the systems put in place, such as our purchase order system, provides the transparency over suppliers that assures us the risk of modern slavery is low. In the coming year we will work to enhance our due diligence of suppliers to further reduce the risk. As a service provider, we will work with our customers to provide them with assurances regarding modern slavery risk.

Approved by the Blue Prism Group plc Board on 15 September 2020.

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Signed on behalf of the Board by Jason Kingdon, Chairman & CEO, Blue Prism Group plc on 15 September 2020.