



# iCIMS Modern Slavery Statement

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## iCIMS Modern Slavery Act Compliance Statement for 2023

### Overview

iCIMS is committed to sustaining our business for the future and mitigating risks of Modern Slavery that may face us in our supply chain. To that end, iCIMS is committed to complying with all applicable Modern Slavery laws and being a responsible corporate citizen.

This statement addresses global regulations requiring transparency of an entity's actions to mitigate or prevent risks of human rights violations, including the UK Modern Slavery Act, Canada Modern Slavery Act, and California Transparency in Supply Chain Act (collectively, "**Modern Slavery Acts**"), to the extent these may be applicable to iCIMS. The Modern Slavery Acts were passed to combat slavery, servitude, forced or compulsory labor, human trafficking, and child labor ("**Modern Slavery**"). Each regulation has a respective section that requires corporations to be transparent in their efforts to ensure that Modern Slavery crimes are not being committed in their business and supply chains on an annual basis. iCIMS is committed to these principles and support the efforts of the Modern Slavery Acts.

### Structure

iCIMS, Inc. and its subsidiaries ("**iCIMS**") have employees primarily in North America, Europe, and Asia, and are committed to complying with measures addressing Modern Slavery in all jurisdictions where iCIMS has employees.

As a software provider for the entire talent acquisition lifecycle, iCIMS does not have a supply chain in the traditional sense. However, iCIMS does engage with business partners, service providers, vendors, and other third parties to support our business and the iCIMS Talent Cloud platform. iCIMS is committed to treating all individuals with respect and dignity in alignment with our values and commitments.

### Policies

iCIMS maintains internal policies, processes, and guidelines that outline our dedication to ethical corporate conduct, which includes Modern Slavery, conflicts of interest, anti-retaliation, anticorruption/anti-bribery, and anti-harassment. iCIMS opposes all forms of Modern Slavery and encourages our workforce to report all misconduct.

To ensure all iCIMS personnel understand iCIMS' commitment to ethical business operations from the moment of hire, iCIMS has embedded our corporate ethics policy directly into our Employee Handbook and [iCIMS Code of Conduct](#). iCIMS will continue to train and promote awareness for all our employees on Modern Slavery risks.

iCIMS has also implemented a [Supplier Code of Conduct](#) to communicate our expectations for our business partners, service providers, vendors, suppliers, and other third parties that support iCIMS.



### Due Diligence

iCIMS is dedicated to assessing our business partners, service providers, and vendors to ensure that their commitment to opposing Modern Slavery matches iCIMS. We perform these assessments to ensure that our business partners, service providers, and vendors are committed to combatting Modern Slavery in their own supply chains. iCIMS specifically includes our expectations in our [Supplier Code of Conduct](#).

iCIMS will investigate and act on any allegations of misconduct within its supply chain. To report any good faith allegations of Modern Slavery violations, please contact the General Counsel's Office at [compliance@icims.com](mailto:compliance@icims.com) or report through the [iCIMS Integrity Helpline](#).

### Risk

As a provider of software for the entire talent acquisition lifecycle, iCIMS does not have a supply chain for physical goods for the products and services we offer. We do, however, engage with other business partners, service providers, vendors, and other third parties to support our business and the iCIMS Talent Cloud platform. We will continue to work with our business partners, service providers, and vendors to achieve our goals of minimizing Modern Slavery risks and complying with applicable human rights and employment laws that may face our business.


With respect to iCIMS' facilities and office equipment providers, iCIMS contracts with firms and entities that have similar goals and commitments to oppose Modern Slavery. iCIMS will also continue to regularly assess our business partners, service providers, and vendors to ensure alignment with iCIMS' commitments and goals.

### Key Performance Indicators (KPIs)

iCIMS will continue to assess the effectiveness of our efforts to prevent Modern Slavery within our business and supply chains by tracking and monitoring (i) the complaints or concerns reported to iCIMS regarding suspected violations of the Modern Slavery Acts by our business partners, service providers, or vendors, and (ii) contractual obligations to ensure that iCIMS business partners, service providers, and vendors comply with applicable Modern Slavery requirements.

This Modern Slavery Act Compliance Statement has been reviewed and approved by the iCIMS Board of Directors on the day of January 18, 2024.

### Signed,

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