



## Awin's Anti-Slavery & Human Trafficking Statement

Date: 2022

### *Introduction*

At AWIN Ltd ("Awin"), we take seriously our role and responsibility in the protection of fundamental human rights and we are committed to ensuring that modern slavery or human trafficking is not taking place within our business or supply chains. We have a zero tolerance approach to any form of slavery and we are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### *Our Business*

Awin is a market-leading affiliate marketing network connecting over 21,200 advertisers to more than 241,000 publishers. We are owned by AWIN AG, based in Berlin, Germany and form part of the Awin Group which has a presence in 17 locations and over 1,200 employees worldwide. We have one owned subsidiary (Awin Inc.), which operates in Baltimore, USA. Awin is governed by a Board of Directors, made up of the AWIN AG Executive Team, Adam Ross (Chief Executive Officer), Peter Loveday (Chief Technical Officer), Virpy Richter (Chief Financial Officer) and David Lloyd (Chief Customer Officer).

### *Our Approach*

As an online business, with a relatively short supply chain, we assess the risk of modern slavery within our company to be low. However, we are committed to acting with integrity and transparency and to ensuring that it does not take place anywhere within our business and supply chains and have a zero-tolerance approach towards any instances of modern slavery, including any form of slavery, servitude, human trafficking or compulsory labour.

We expect all our contractors, suppliers and other business partners to adopt the same high standards we do to prevent modern slavery, by ensuring all employees and workers are treated with respect and dignity in an ethical and fair environment. Our procurement process has been updated to include a requirement for all suppliers to sign a declaration confirming their compliance with the Modern Slavery Act 2015 (the "Act") as well as our policy and to contract on terms which ensure that we can check their adherence to these principles and, where appropriate, take corrective action.

We take pride in offering our employees a safe and inclusive environment, ensuring that all members of our team are treated with respect and dignity. We have a number of internal policies which help reinforce this, including our Code of Mutual Respect, and our Code of Conduct, which make clear expectations and standards and establish mutual respect as a core value in the office. We strive to ensure that all recruitment practices are upheld in a fair and ethical way, and all applicants are given equal opportunity in their recruitment process. We have an established Disciplinary Procedure and a Grievance Procedure in place to address any issues that may arise.

Our Human Resources Department is responsible for reviewing and assessing our commitments under this statement and will be working with our Senior Management Team to ensure that we continue to meet these expectations.

This statement is made pursuant to Section 54 (Part 6) of the Act.

A handwritten signature in black ink, appearing to be "Peter Loveday".

A handwritten signature in black ink, appearing to be "Adam Ross".

Ian David Charlesworth  
Regional Managing Director

Adam Ross  
Chief Executive Officer