

Modern Slavery Act Statement

As Per the (UK) Modern Slavery Act 2015, all applicable companies who (irrespective of where they are incorporated) carry on a business, or part of a business, in the United Kingdom supplying goods or services, are required to prepare and publish an online slavery and human trafficking statement. Accordingly, this statement is made by Synchronoss pursuant to s.54 of the Modern Slavery Act 2015 (“Modern Slavery Statement”).

Synchronoss

Synchronoss Technologies, Inc., was founded in 2000 and since then it has become a global software and services company, providing technologies and services for the mobile transformation of business. As Synchronoss Technologies, Inc’s., main European entity doing business in the United Kingdom, this Modern Slavery Statement is signed by and on behalf of Synchronoss Software Ireland Limited, but shall relate to all Synchronoss Affiliates doing business in the United Kingdom (“Synchronoss”). Synchronoss is committed to acting ethically and with integrity and transparency in all business dealings and shall endeavour to ensure it has effective systems and controls in place to safeguard against any form of modern slavery taking place within Synchronoss’s business or supply chain; modern slavery encompasses slavery, servitude, human trafficking and forced labour.

Policies

Synchronoss operates a number of internal policies to help ensure that it is conducting its business in an ethical and transparent manner. These include:

1. Code of Business Conduct. This Code explains the manner in which Synchronoss behaves as an organisation.
2. Background Check Policy. Synchronoss operates a background check policy, including conducting eligibility to work in the UK checks and work history checks for all employees.
3. Whistleblowing policy. Synchronoss operates a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within Synchronoss’s business or supply chain, without fear of reprisals.

Suppliers and Further steps

Synchronoss considers that it and the majority of its suppliers are not in industries with a high risk of modern day slavery. Nevertheless, Synchronoss has prepared a draft anti-slavery policy and training material which are under review and it shall endeavour to take such further steps it deems appropriate in furtherance of this Modern Slavery Statement’s objectives.

Approval for this statement

Signature:  (Director/ Company Secretary Synchronoss Software Ireland Limited)

Name Ren Prange