

Modern Slavery Act Policy and Statement For the Financial Year 2021

At BETA CAE Systems, human rights, labour rights, and the wellbeing of people, are of paramount importance. We are committed to implementing and improving our policies and practices to combat Modern Slavery and Human Trafficking. We consider Modern Slavery, constituted of slavery, servitude, forced or compulsory labour, and Human Trafficking, as crimes resulting in an abhorrent abuse of Human Rights. We recognise that Modern Slavery and Human Trafficking are existing issues in the world, especially in certain high-risk locations and industries. We do not practice, and we do not tolerate, Modern Slavery in our business or supply chain. We are committed to acting ethically and with integrity in all our employment practices, business dealings and relationships, and to implementing and enforcing effective practices to ensure that any form of slavery is not taking place in our own business or suppliers.

Our Organisation

BETA CAE Systems is a private engineering-software development and services company, active in the field of Engineering Simulation and Analysis, for numerous simulation disciplines and industries. BETA has a legacy of more than 30 years of activity in the field of engineering software and services. BETA CAE Systems International AG, based in Switzerland, was established in 2016 as the primary entity of a group that comprises 9 more affiliate companies. The group of BETA companies employs more than 500 people, in 14 sites in Asia, Europe and North America. This worldwide network is supplemented by 8 independent business partners.

Relevant policies

We effectively implement policies and procedures at our workplace to ensure that we are conducting business in an ethical and transparent manner, and that we respect, protect, and promote moral, humane, and legal employment terms and conditions.

The framework of our Corporate Social Responsibility comprises, among others:



- Code of Ethics
- Code of Conduct
- Working Environment policy
- Supplier Corporate Responsibility policy

The above are complimented by our:

- Health and Safety policy
- Grievance Procedure

Key relevant issues addressed and principles statements incorporated in our policies:

- We support and respect the protection of internationally proclaimed human rights.
- We advocate the elimination of all forms of forced and compulsory labour.
- We advocate the abolition of child labour.
- We operate a robust and transparent recruitment policy.
- We actively seek to offer our employees a positive, healthy, and safe working environment, and ensure that they have rewarding careers and job satisfaction.
- We are committed in responsible sourcing of supplies.
- We refrain from exercising discriminating, disciplinary or retaliating practices against protesting, complaining or whistleblowing.

Our suppliers

The software business sector is not considered one most 'at risk'. Our supplier list comprises mainly of independent service providers and goods suppliers, on an ad hoc basis. Our BETA is not engaged into intricate supply chains, partnerships, or business relationships with vendors and distributors based in high-risk regions, or from high-risk business areas, as far as slavery and human trafficking are concerned.

Due diligence

BETA CAE Systems has high standards of Business Ethics and expects the same from all our suppliers. As part of our initiative to identify and mitigate risk, BETA conducted a selective risk assessment for several key service suppliers. There were not any findings that would indicate that these suppliers deviate from the principles of respecting human and labour rights, while several of the service and goods suppliers have published satisfactory policies and statements for business ethics, code of conduct, and/or slavery and human trafficking.



This year's risk assessment will review this on an annual basis.

BETA affirmed that clauses on Working Conditions and Human Rights are in place in the company's "Supplier Corporate Social Responsibility & Sustainability Requirements" policy.

BETA may terminate its relationship with a supplier if it is in breach of our policy or may elect to work with the supplier to resolve the issue.

Awareness and Training

BETA makes available to its employees, through the internal corporate network, awareness and self-training material on slavery and human trafficking, along with those for Health and Safety, Business Ethics, and Human Rights and Working Conditions.

Reporting

An employee or supplier must report any incidence or suspicion of Modern Slavery or Human Trafficking at the earliest possible stage. Incidents or suspicion of Modern Slavery or Human Trafficking can be reported to the company's Human Resources office < hr@beta-cae.com > or the local authorities.

Further actions

BETA CAE Systems will review, and revise, if needed, its Codes and Policies, to address more specifically the problem of Modern Slavery and Trafficking. The Due Diligence process will be extended to a larger number of our service and goods suppliers for more accurate risk assessment.

This first statement is made voluntarily pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Modern Slavery Policy and Statement of BETA CAE Systems International AG, on behalf of itself and its affiliates conducting business in the UK, for the financial year 2021.

A management responsibility has been agreed for this policy and statement and unanimous endorsement has been received from the Board of Directors.

The Chairman
P. Kouvrakis