

## **Slavery and Human Trafficking Statement**

### **Introduction**

InterSystems Corporation (“InterSystems”) is committed to fostering a corporate culture that respects human rights and dignity. We also recognize that InterSystems has a social responsibility to promote these values through our commercial practices.

Slavery and human trafficking remain a significant problem worldwide and we believe that we must be alert to the risks, however small, that our business operations might be contributing in some way to these activities.

At InterSystems we do not engage in slavery or human trafficking of any kind. In addition, given the nature of our business and the vendors we hire, we do not see a significant risk that our business practices are promoting or contributing to modern slavery or human trafficking.

### **The Corporate Structure**

InterSystems Corporation is headquartered in Cambridge, Massachusetts, employs over 1400 people worldwide and has business operations in North and South America, Europe, Australia, Asia and Africa.

For more information on who we are, what we do and where, please click here:

<https://www.intersystems.com/who-we-are/about-us/>

### **InterSystems’ Business**

Our business is developing and delivering software products and services that power healthcare systems and mission-critical applications for businesses and government customers worldwide.

### **Our Supply Chains**

We work with a variety of vendors, contractors and suppliers which support our business operations worldwide, including IT vendors, professional staffing agencies, marketing and PR firms and office supply vendors. We operate in a sector where there is a very low risk of Modern Slavery Act violations among our vendors.

### **Our Social Responsibility Policy**

We have adopted a Social Responsibility Policy that reflects our commitment to acting ethically and with integrity in all business relationships. Our principals include a prohibition on hiring child labour and a requirement to maintain a safe and respectful work environment.

Our Social Responsibility Policy can be found here:

<https://www.intersystems.com/who-we-are/social-responsibility/>

## Processes for Mitigating Risks of Promoting Slavery and Human Trafficking

As part of our efforts to minimize the risk that our business might, indirectly and unbeknownst to us, promote slavery or human trafficking, we intend to:

- identify and monitor potential risk areas in our business operations and supply chains; and
- implement a Vendor Code of Conduct that will require appropriate practices on the part of our vendors.

### InterSystems Compliance Team

We have a dedicated compliance team, which can be reached by emailing [compliance@intersystems.com](mailto:compliance@intersystems.com); or directly, by contacting the following:

Shannon Quinlan  
Legal Counsel-Government  
[Shannon.Quinlan@InterSystems.com](mailto:Shannon.Quinlan@InterSystems.com)  
(617)336-2521

Matt Sample  
Legal Counsel-Compliance and Audit  
[Matthew.Sample@InterSystems.com](mailto:Matthew.Sample@InterSystems.com)  
(617)551-7193

### Further steps

The compliance team will periodically monitor and review the effectiveness of the above steps to identify the potential risks of slavery or human trafficking in our supply chains and will take additional action as circumstances require.

If necessary, the compliance team will implement training for employees and contractors to ensure a high level of understanding and awareness of slavery and human trafficking risks in our business practices.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes InterSystems Corporation's Slavery and Human Trafficking Statement for the financial year ending 2020.



Date 4 June, 2021

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Paul D. Grabscheid  
Signature [Director/Member/General  
Partner/Partner]  
InterSystems Corporation