

Enghouse Systems Limited

Human Rights Statement

Enghouse Systems Limited (collectively, the "Company") is committed to providing a global work environment that is free from harassment or discrimination based on the grounds contained in federal, national, state, provincial or other Human Rights legislation. More fundamentally, in addition to compliance with applicable laws and regulations, the Company is committed to conducting its business in a manner that is consistent with internationally recognized norms, tenets and principles such as the *United Nations Universal Declaration of Human Rights*.

We believe it is critically important to incorporate our commitment to Human Rights into our business practices and operations. The Company does so by:

- Providing a safe space for employees that is free of harassment, bullying and violence;
- Promoting ethical conduct and behavior by our employees and suppliers through adherence to the Company's *Code of Business Conduct and Ethics*;
- Protecting the privacy of our employees, customers and suppliers and others in accordance with the Company's various privacy policies and programs;
- Avoiding the use of forced or child labour in compliance with applicable laws and international norms;
- Ensuring that employees and prospective employees are treated fairly and equally in the recruitment and hiring process;
- Fostering a diverse and inclusive work environment and providing opportunities for underrepresented employee groups and communities to participate and thrive;
- Focusing on the procurement of goods and services in a responsible, ethical and sustainable fashion; and
- Maintaining safe, healthy and respectful working conditions in accordance with the Company's *Environmental, Health, Safety and Sustainability Statement*.