



CareerBuilder

UK Modern Slavery Act Statement

INTRODUCTION

The UK Modern Slavery Act 2015 (“MSA”) requires large organizations doing business in the United Kingdom (“UK”) to publish a disclosure statement detailing the steps being taken to monitor and address the risks of “slavery and human trafficking” in its business and supply chains. In this statement, we use the term “modern slavery,” which includes slavery, servitude and forced or compulsory labour and human trafficking, all of which are abuses of a person’s freedoms and rights.

STRUCTURE AND BUSINESS

CareerBuilder is a global technology company that provides end-to-end HR solutions to help employers find, hire and onboard great talent, and helps job seekers build new skills and progressive careers as the modern world of work changes.

This statement is made on behalf of the CareerBuilder entities operating in the UK, but all of CareerBuilder is committed to ensuring that as far as we can be aware, modern slavery does not take place in any part of our business or our supply chains.

We believe that the risk of modern slavery in our workforce is non-existent. Our workforce consists of almost entirely skilled professional employees. We maintain rigorous hiring practices and we have full transparency with respect to employment practices.

As discussed further below, we also believe that the risk of modern slavery at our vendors is minimal. Given the nature of our business, we do not sell physical good for which components or raw materials are sourced.

OUR POLICIES

We have general policies that provide for fair treatment of workers, ethical business practices and compliance with law and set forth the business standards by which all CareerBuilder UK personnel are expected to conduct business. We have mechanisms, including a hotline, for personnel to report violations of law or our policies. Third parties may also contact us using the contact form on our web sites. It is important that individuals working for us and our suppliers feel comfortable and supported when reporting suspected legal violations or breaches of our policies.

OUR RISK ASSESSMENT AND RISK MITIGATION PROCESSES

To assess the risk of modern slavery in our business and supply chains, we have considered the type of business we undertake and our supply chains, including our employment practices and our procedures for the selection and approval of third-party vendors. Our key vendors include professional services firms, such as legal, accounting and other consulting firms, and providers of software and information technology services. Given the nature of the services provided, we believe that the risk of modern slavery at these vendors is minimal with respect to the services that they provide to us.

We also purchase off-the-shelf goods such as technology equipment and office supplies and furniture and we believe the risk of modern slavery at these vendors is low in part due to the geographic location



of performance. Given the limited nature of our business relationships with these vendors, we do not have the practical ability to assess each of their employment practices or supply chains.

We are not aware of any incidents of modern slavery in our supply chains to date. If cases of non-compliance are uncovered, CareerBuilder UK will determine the appropriate course of action on a case-by-case basis. In cases where non-compliance cannot be resolved to CareerBuilder UK's satisfaction, it may terminate the arrangement with the vendor.

Approved by the Board of Directors on 3 December 2020

A handwritten signature in black ink, appearing to read 'Irina Novoselsky', written over a horizontal line.

Irina Novoselsky
Director and Chief Executive Officer