

ATOSS 

**Compliance**

**Supply Chain Act**



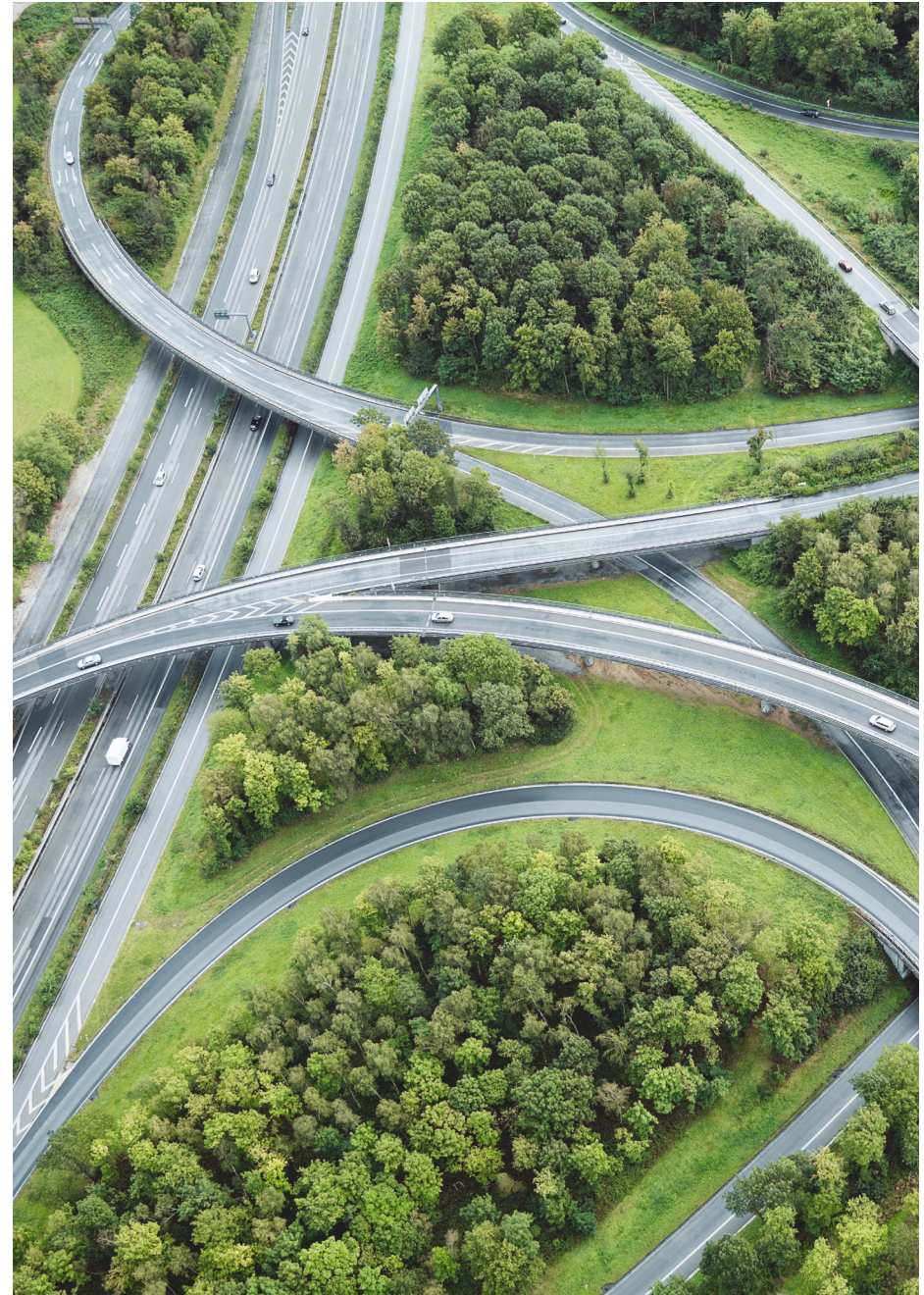


The Act on Corporate Due Diligence Obligations in Supply Chains (in the following: Supply Chain Act) regulates corporate responsibility, in particular for **compliance with human rights and environmental protection** in global supply chains. This includes, for example:

- protection from child labor, forced labor and discrimination,
- protection from land grabbing,
- occupational health and safety,
- right to fair wages,
- right to form trade unions,
- protection against violations of environmental law.

The Supply Chain Act does not apply directly to ATOSS Software SE and its Group companies (hereinafter: ATOSS), as it only applies directly to companies with 1,000 or more employees in Germany.

Nonetheless, as a **listed stock corporation** on the **SDAX** and **TecDAX**, ATOSS is aware of the importance of environmental protection and human rights in global supply chains and of its own responsibility in this regard. All decisions and activities at ATOSS are characterized by a clear culture of values and consistent compliance with the applicable legal regulations and internal guidelines.







With this in mind, ATOSS has committed itself to a **binding Code of Conduct** on an understanding of values and binding principles that characterize daily dealings with customers, suppliers, shareholders, employees and society, the current version of which is available at Our Code of Conduct ([atoss.com](https://atoss.com))

In addition, the measures, targets and progress in the area of **sustainability**, which also includes environmental protection and human rights, can be found in the **sustainability report** audited and **certified** by the auditors PricewaterhouseCoopers GmbH under Reports and publications ([atoss.com](https://atoss.com)) and under Our sustainability pillars ([atoss.com](https://atoss.com)).

On the other hand, ATOSS is aware that the Supply Chain Act also has an indirect impact on ATOSS insofar as a large number of ATOSS customers fall within its direct scope of application. For their part, these customers are obliged to comply with their existing legal obligations in their global supply chain - which also includes ATOSS - and to enforce these in the supply chain. In doing so, customers should pursue a **risk-based approach** that takes into account, among other things, the **risk disposition of the contractual partner**.

Against this background, it is important for ATOSS to place the **material scope of application of the Supply Chain Act (human rights and environmental protection)** in the context of both the business activities of ATOSS as a **European provider of (digital) software solutions** and associated **implementation services** and, in turn, its own direct supply chain exclusively in the DACH region or in the European Union.

As a provider of technology and consulting solutions for professional workforce management, ATOSS focuses exclusively on the **development and provision of digital products**. At the same time, ATOSS workforce management solutions make a valuable contribution to a more sustainable world by enabling companies to work more creatively, intelligently and humanely. In this way, **ATOSS is revolutionizing the interplay between profitability and humanity**. The negative **effects on the environment** in terms of the scope of protection of the Supply Chain Act are **naturally very low** or cannot be compared with the corresponding effects of the manufacturing industry, for example.



Against this background, ATOSS adheres to standards and rules of conduct relating to environmental protection and strives to continuously improve its internal ecological footprint. As a provider of technology and consulting solutions, this applies above all to the key issues of **CO2 footprint** and **resource efficiency**.

In addition, all ATOSS Group companies and operating sites are located **exclusively in countries of the European Union** whose mandatory laws regarding the protection of human rights and the environment at least meet or significantly exceed the level of protection of the Supply Chain Act.

The **ATOSS supply chain** is also limited to service providers for the implementation of our software solutions and hosting providers for our cloud products, **all of whom are based in the DACH region or in Europe**. Accordingly, the statements on the **(low) risk of environmental and human rights violations** in accordance with the scope of protection of the Supply Chain Act also apply here accordingly.

**In this context, as a listed stock corporation, ATOSS supports interested parties and customers in complying with the binding legal obligations of the Supply Chain Act that apply to ATOSS.**



