

## **CVENT'S UK MODERN SLAVERY ACT STATEMENT**

Modern slavery is a crime and a repugnant breach of fundamental human rights. While it can be exhibited in a variety of forms, all forms have one thing in–common deprivation of an individual's liberty to pursue opportunity by another who is exploiting that individual for personal or commercial gain. At Cvent, we are committed to promoting business activities that are free from slavery and human trafficking.

### **I. OUR BUSINESS/WHO ARE WE?**

Cvent is a global meeting, event and hospitality technology leader. Cvent offers software solutions to event planners for online event registration, virtual meetings, venue selection, event management, mobile apps for events, e-mail marketing and web surveys. Cvent provides hoteliers and venues with an integrated platform, enabling properties to increase group business demand through targeted advertising and improve conversion through proprietary demand management and business intelligence solutions. Cvent solutions optimize the entire event management value chain and have enabled clients around the world to manage hundreds of thousands of meetings and events.

### **II. OUR SUPPLY CHAIN**

Cvent is committed to ensuring transparency in our own business and in our approach to preventing modern slavery (including unlawful child labor and human trafficking) throughout our supply chains, consistent with the Modern Slavery Act of 2015.

Our suppliers of goods and services ("Suppliers") are a critical part of the Cvent community. As a SaaS company, Cvent does not have an extensive range of local or international Suppliers where modern slavery or human trafficking would generally be a material risk and none of our Suppliers are irreplaceable. Nonetheless, we are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to prevent slavery and human trafficking anywhere in our business or supply chains.

### **III. OUR POLICIES AND PROCESSES**

#### **a. Code of Business Conduct and Ethics**

The [Cvent Code of Business Conduct and Ethics](#) outlines how Cvent and its subsidiaries conduct business and describes the company's most fundamental shared values. It provides Cvent employees guidance on how to follow company policies, applicable laws, rules and regulations, as it is vital that all employees act with integrity and in accordance with local laws. This Code of Business Conduct and Ethics is designed to deter wrongdoing and to promote:

- honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships;
- compliance with applicable laws, rules and regulations;
- the prompt internal reporting of violations of this Code; and
- accountability for adherence to this Code.

#### **b. Supplier Process**

We work with our Suppliers and set clear expectations outlined in our Cvent Supplier Process ("Supplier Process"). We expect our Suppliers to establish policies and procedures to ensure compliance with the Supplier Process and all applicable laws and regulations. Should we become aware of any policy violations or issues related to slavery and human trafficking, we will consult with our Legal Department regarding any further action. Additionally, Cvent employees are expected to abide by the Cvent Worldwide Procurement Manual ("Procurement Manual") when procuring any goods or services.

Cvent conducts the following actions to help prevent forced labor, slavery and human trafficking:

##### **1. On-Boarding Process for New Suppliers**

Our Supplier Process and Worldwide Procurement Manual serve as a guide to ethical supplier procurement. The Supplier Process applies to all third-party Suppliers of products or services that are paid directly by Cvent, including consulting firms, independent contractors, staffing agencies, agency temps, and licensors, regardless of their title or the product or service they provide. Suppliers must complete the Supplier Process before Cvent purchases any goods or services from the Supplier. This process may include requiring that the Supplier submit certain business documentation, obtain references, and verify proper insurance and business licenses. Additionally, for Suppliers who will be receiving payments from Cvent over a certain threshold, Cvent may conduct further due diligence to ensure our Code of Business Conduct and Ethics is met.

##### **2. Supplier Agreements**

Cvent Suppliers are subject to legal terms and conditions with Cvent, including an acknowledgement that they have read and will comply in principle with Cvent's Code of Business Conduct and Ethics.

### 3. Supplier Risk Assessments

Risk assessments of potential Suppliers may be completed as part of our Supplier Process. The decision of whether to conduct a detailed risk assessment is based on an analysis of the relative risk involved in procuring the goods or services from a particular Supplier, including geographic location and the type of goods or services being procured.

#### IV. TRAINING

Cvent conducts Code of Business Conduct and Ethics training and certification for all Cvent employees as part of our employee education program during onboarding and 12-18 months after onboarding. Additionally, we have developed further training modules for continuing employee education in our Code of Business Conduct and Ethics through a variety of live and online employee training. These trainings include:

- New People Leader Trainings on Business Ethics
- Senior Management Ethics Training
- Companywide Townhalls
- Anti-Corruption Training

#### V. CONTINUOUS EFFORTS

Being a SaaS company with a limited physical supply chain and primary geographic location of sales, our risk of having a supply chain involved in human trafficking is very low. However, battling Modern Slavery is a challenge that requires continuous, growing and constantly improving efforts and processes be adopted. Cvent does and will continue to evaluate our internal procedures to ensure that our we are at all times compliant with our obligations under the Modern Slavery legislations.

#### VI. CONCLUSION/BOARD'S APPROVAL

Cvent states that during the past financial year, necessary steps have been taken to identify and minimise the risk of slavery and human trafficking taking place in any of our supply chains and in any part of our business.

This statement is made pursuant to United Kingdom (UK) Modern Slavery Act 2015, Chapter 30, Part 6, Provision 54 and has been approved by the Company's Board of Directors.

By: \_\_\_\_\_



Name: Lawrence Samuelson

Title: Senior Vice President, General Counsel & Corporate Secretary