



## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement is made by Datto Europe Limited (company number 08466946) (collectively, **Kaseya**) pursuant to section 54(1) of the Modern Slavery Act 2015 (the **UK Act**) for January 1, 2025, to December 31, 2025 (the **Statement**).

### Introduction

Kaseya recognizes the importance of treating everyone who works at or with Kaseya with respect and dignity and strive to ensure that human rights are valued throughout our organization. We are equally committed to working with industry partners to drive common high standards and best practices.

To that end, we have a zero-tolerance approach to modern slavery and human trafficking and will not support or work with any business that is known to be involved in any form of slavery and/or human trafficking.

### Overview of Business Activities

Kaseya provides innovative, integrated, and complete IT management solutions to managed service providers and mid-market enterprises across the globe. Kaseya has an expanding network of more than 20 offices worldwide and its full-service capabilities are delivered by a global workforce.

### Kaseya's Workforce

Kaseya's Global Employee Handbook (the **Handbook**) sets the standards of conduct for those working for or on behalf of Kaseya. The Handbook is subject to annual review against industry standards. The Handbook provides that all employees should be treated with respect and that Kaseya is committed to abiding by all applicable employment laws, including those relating to child labor, wages, hours and working conditions.

A substantial portion of our workforce consists of skilled labor and all employees hired are subject to a background check. Therefore, based on the nature of the jobs performed by Kaseya's workforce, we believe the risk of modern slavery in our operations is low.

Kaseya also uses independent contractors which are generally sourced by placement agencies that are contractually obligated to comply with all applicable laws, including those related to employment.

### Kaseya's Supply Chain

The vast majority of Kaseya's products and services are in the form of software as a service (SaaS), which are developed in house, by Kaseya's own employees and with Kaseya's oversight. Some of Kaseya's products are used in conjunction with reputable suppliers, such as Microsoft, Google, and Amazon Web Services (AWS), each of which has a Modern Slavery Statement that Kaseya relies upon.

Kaseya offers a limited selection of hardware that is manufactured and/or supplied by trusted suppliers, such as Dell, that have also committed to abiding by the Acts and prohibiting slavery and human trafficking in their operations and supply chain. We do not have our own manufacturing facilities and do not manufacture products directly. Our third-party manufacturers control the supply chain relationships for our physical products/hardware. Our principal third party manufacturer is both required and has indicated to us that it adheres to the Acts.

Kaseya considers that the provision of SaaS solutions and hardware made by reputable third-party manufacturers generally presents a low risk of modern slavery and human trafficking.

## **Kaseya's Relevant Policies & Procedures**

Kaseya has a number of existing policies and procedures that help mitigate the risk of slavery or human trafficking occurring in our operations.

Kaseya requires its employees to comply with all applicable laws and generally acceptable ethical standards. Employees are prohibited from engaging in activities that create a conflict of interest or violate Kaseya's Anti-Bribery and Anti-Corruption Policy. Employees are also prohibited from owning any significant interest in a supplier, customer, or competitor of Kaseya, except where such ownership consists of securities in a publicly owned company.

Our suppliers are contractually required to comply with all applicable laws, rules and regulations concerning employment (freedom from forced labor, paid wages), working conditions (health, safety and security), child labor, harassment and non-discrimination.

If any instances of modern slavery or human trafficking are suspected in Kaseya's business or supply chains, Kaseya will investigate and engage in remediation processes as necessary, which may include terminating its relationship with the supplier.

## **Approvals**

This Statement was approved by the board of directors of Datto Europe Limited and has been signed by a director.

Datto Europe Limited

*Sepedeh Tofigh*

Sepedeh Tofigh, Director