

Modern Slavery Act Transparency Statement

This Slavery and Human Trafficking Statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and is made on behalf of OutSystems - Software em Rede, S.A.

OutSystems believes in acting ethically and with integrity in all our business relationships. We are committed to improving our practices to combat slavery and human trafficking. We do not tolerate any slavery or human trafficking within our business operations.


We are a provider of a low-code platform for application development in the software business sector. Our holding company is OutSystems Holdings S.A. and our principal operating company is OutSystems - Software em Rede, S.A. with dual head offices located in Linda-a Velha, Portugal and Boston, Massachusetts, U.S.A. The OutSystems group of companies also includes OutSystems Limited UK ("Group"), and the Group has over 1700 (one thousand seven hundred) employees worldwide and for the moment operates in 14 (fourteen) countries.

We take a risk-based approach regarding our supply chains. We consider the software business sector to be low risk because we do not have complex supply chains. Nonetheless, we have the following policies in place to guard against such practices in our supply chains:

- (a) all contracts with business partners require the prior approval at the management level
- (b) we subject our business partners to various forms of vetting on a case-by-case basis
- (c) we have codes of conduct and supplier conduct guidelines which outline our expectations to ensure those in our supply chain and contractors comply with our values.

We have used the above policies to review the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains. We will continue to monitor modern slavery risks within our business and supply chains and develop additional processes where applicable. Our Modern Slavery and Human Trafficking policy which is incorporated into the OutSystems Code of Conduct and Business Ethics reflects our commitment to acting ethically and with integrity in all our business relationships and to ensuring slavery and human trafficking does not take place anywhere in our supply chains. This statement constitutes our Group's slavery and human trafficking statement for the financial year ending 2022. It was approved by the Board of OutSystems - Software em Rede, S.A on July 6, 2023.

July 6, 2023



Paulo Rosado
Chief Executive Officer