

Infor (US), LLC Supply Chain Transparency Statement

Pursuant to the California Transparency in Supply Chains Act Disclosure (Cali. Civ. Code §1714.43).

Infor (US), LLC is a leader in cloud-based software solutions for business, with 90,000 customers in more than 170 countries, headquartered in New York, United States. We automate critical processes in a range of industries, including healthcare, manufacturing, fashion, wholesale, distribution, and hospitality, as well as in the public sector. Infor (US), LLC is committed to conducting all business lawfully, with stewardship and integrity. Infor (US), LLC's commitment to its business & supply chain integrity includes, among other things, an expectation that our suppliers do not use forced labor, in any of its forms, including human trafficking and slavery, to provide services to Infor (US), LLC. Our compliance and ethics expectations are set out in our Code of Ethics & Conduct¹. Due to the high level of sophistication that is required to produce the software solutions, there is a low probability that any form of forced labor, including human trafficking and slavery, would be utilized in our industry.

Verification

Other than the steps and practices described below, Infor (US), LLC does not have a separate, comprehensive verification process for evaluating and addressing the risks of human trafficking and slavery within our supply chains. Notably, forced labor in any form has a very low probability of being utilized in Infor (US), LLC's supply chain due to the industry's complex nature.

Supplier Audits

While we do not have an Infor-wide supplier auditing program, Infor (US), LLC maintains the expectations outlined in our Code of Ethics and Conduct for lawful and respectful business practices and extend this expectation to our suppliers, who are assessed under a risk-based review and selected with careful consideration. In the event supplier non-conformance with our standards and guidelines is revealed, depending on the circumstances, we would either require that suppliers establish corrective action plans and report on the implementation of such plans, or we would terminate the relationship with the supplier.

Direct Supplier Certification

While many of our commercial agreements require supplier compliance with applicable laws and regulations, Infor (US), LLC does not have a direct supplier certification process specifically focused on forced labor, human trafficking and/or slavery. Infor (US), LLC does require that suppliers comply with our Code of Ethics & Conduct, which disapproves and opposes any use of forced labor, in any of its forms.

Internal Accountability

Infor (US), LLC's Code of Ethics and Conduct seeks to promote honest and ethical conduct with a proper regard for the rights of others, as well as to support compliance with applicable laws and regulations. The Code of Ethics and Conduct reflects our commitment to supporting human rights & our policies related to forced labor, human trafficking, wages and work hours, and nondiscrimination. Non-compliance with Infor (US), LLC's ethical standards regarding forced labor of any kind—whether by supplier or own employee—will result in corrective action, up to and including termination of the relationship, depending on the circumstances. Internal auditors and business representatives would work with suppliers, employees, and possibly third-party resources to resolve any instances of non-compliance.

¹ Infor Code of Ethics and Conduct - <https://dam.infor.com/api/public/content/ec443862f4bc47fda2ffab5285fda2ce?v=678fcf79>

Infor (US), LLC's Code of Ethics and Conduct identifies numerous avenues to report compliance concerns, including anonymity (where allowed by law). Such concerns are objectively investigated under the guidance and direction of our compliance or legal departments. Infor (US), LLC prohibits retaliation against anyone who, in good faith, raises a concern.

Training & Guidance

Although Infor (US), LLC does not have a comprehensive, mandatory training program focusing on human trafficking and slavery, employees receive training on company policies and procedures designed to support a supply chain free of any type of forced labor and on the methods available for reporting concerns. Infor (US), LLC trains employees on the employee Code of Ethics and Conduct and standards directed towards suppliers which address the prohibition of forced labor. The training is periodically provided through computer-based training and other methods.

This disclosure applies to the practices of Infor (US), LLC and all its subsidiaries and affiliates.

This disclosure does not apply to the practices of companies for which Infor (US), LLC may hold a minority stakeholder interest.