



Globant Modern Slavery Statement

At Globant, we are committed to upholding the Company's core value of ethics and integrity, which includes compliance with the laws of the countries in which Globant operates. We make this commitment to ourselves not just because it's the right thing to do, but also because it's an integral part of our commitment to excellence, our dedication to being a good corporate citizen and contributing to positive change within our communities.

This statement, covering our 2022 financial year, is being issued by Globant UK Ltd, pursuant to the UK Modern Slavery Act, in order to account for our efforts to mitigate all types of modern slavery in our business and supply chain. In this statement the term "modern slavery" includes forced labor, human trafficking, child and domestic slavery.

Globant is a global business, while this statement fulfills specific the reporting requirements of UK legislation, it applies to how we work to support human rights globally.

1. About Globant

Globant thrives by reinventing businesses and transforming organizations to be ready for a digital and cognitive future, providing world-class opportunities for talent to make a positive impact around the globe.

Globant is a digitally native company that helps organizations reinvent themselves and unleash their potential. It is the place where innovation, design and engineering meet scale.

2. Ethical culture

The Company's [Code of Ethics](#) outlines our commitment to upholding the highest ethical standards, promoting human rights, maintaining a healthy and safe workplace, and complying with all applicable laws, rules and regulations.

We seek to conduct our business in compliance with both the letter and the spirit of applicable laws, rules, and regulations. We expect all of our employees ("Globers") to have a sound knowledge of the proper and improper courses of conduct both with regard to their own activities and those with whom they interact. We also expect Globers to be familiar and comply with the material laws and regulations applicable to our business activities. No director, officer or employee shall engage in any unlawful or unethical activity whilst conducting Globant's business or in performing their day-to-day company duties, nor shall any director, officer or employee instruct others to do so.

Our internal policies, including the Anti-Corruption and Anti-Bribery Policy, Expenses Policy and Procurement Policy, ensure transparency and ethical conduct while doing business in general and in the procurement of goods and services and in our supply chain.

3. Human rights

We uphold human rights in all of our global operations, in line with the United Nations Global

Compact, the UN Guiding Principles on Business and Human Rights, and the principles set out by the International Labor Organization, among others. We center our human rights endeavors on those ranges that are most significant to our industry and operations in terms of potential human rights impacts, such as: Diversity and Inclusion, Ethical Conduct, Data Privacy, Employment Conditions, Safe and Healthy Workspace and Anti-Discrimination.

Globant does not make use of child labor (i.e., a person under the minimum age provisions of applicable laws and regulations) or forced labor (i.e., prison labor, indentured labor, bonded labor, military labor, slave labor), does not condone any form of human trafficking and will not work with third parties who do so. We comply with all applicable local labor regulations, Globers are entitled to fair wages and hours, consistent with local laws, and to work in an environment free from discrimination. We promote freedom of association, the right to collective bargaining and equal remuneration. No original identification documents or government issued documents are retained from Globers.

We support a precautionary approach to environmental challenges, and have undertaken initiatives to promote greater environmental responsibility, encouraging the development of environmentally friendly technologies. In this sense, we promote the rights to land, forest, water and oppose the unlawful eviction and deprivation of land, forests, and waters.

In addition to analyzing business opportunities to promote intra-company diversity, we also listen carefully to the needs of our Globers to ensure a better quality of life and multicultural experiences.

4. Supplier Code of Conduct

All Globant suppliers must abide by [Globant's Supplier Code of Conduct](#) which reflects our main ethical values and human rights commitment. It sets out clear standards regarding compliance with all applicable labor regulations and prevention of modern slavery that all suppliers must comply with.

In addition to adherence to the Supplier Code of Conduct, all suppliers undergo a due diligence process including review of different compliance and ethical matters. As part of this process, we request that our suppliers confirm, in writing, their compliance with the ten principles of the United Nations Global Compact:

- Businesses should support and respect the protection of internationally proclaimed human rights; and make sure that they are not complicit in human rights abuses.
- Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labor; the effective abolition of child labor; and the elimination of discrimination in respect of employment and occupation.
- Businesses should support a precautionary approach to environmental challenges, undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly technologies.
- Businesses should work against corruption in all its forms, including extortion and bribery.

Given the nature of our business and supply chains, we believe the risk of modern slavery in

our supply chains is low. This notwithstanding, we are constantly working on evolving our compliance programs and ensuring suppliers undergo appropriate risk assessments in order to mitigate any risks associated with labor regulations and modern slavery.

We are also launching the Be Kind Supplier program, which is part of the company's ESG initiatives and aims to conduct a more detailed due diligence and gather additional data from suppliers regarding different ESG matters.

5. Raising Concerns

Our Ethics Line is available to our employees, vendors, clients and any third party, who are all encouraged to raise concerns regarding unethical or reprehensible conduct that goes against our Company policies or local regulations. Reports can be made anonymously, are handled confidentially and thoroughly investigated. We have strict non-retaliation policies in place to ensure no retaliation is taken against anyone who makes a report in good faith.

6. Moving forward

This document represents our Fiscal Year 2022 statement pursuant to the UK Modern Slavery Act, to account for our efforts to mitigate all types of modern slavery in our business or supply chain. We understand modern slavery is a very complex issue that cannot be addressed in the short term. We are devoted to tackling all types of modern slavery that may be present in our business and product chain, in order to protect our employees and our communities. We are constantly working on improvements to ensure that we efficiently work towards making the work a better place.

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Fernando Matzkin
Globant UK Limited - Director