

CERIDIAN

# Ceridian's Modern Slavery statement

December 1, 2020

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## PURPOSE AND SCOPE

Ceridian HCM Holding Inc. (and all of its subsidiaries, affiliates, partnerships, joint ventures, hereinafter referred to as “Ceridian”) is committed to respecting internationally recognized human rights throughout its global operations as noted in our Human Rights Statement. Consistent with this commitment, Ceridian strives to prevent, identify, and eliminate modern slavery and human trafficking from its global operations.

## OUR OPERATIONS AND VALUES

Ceridian is a provider of human capital management software and services including global payroll services, human resources and workforce management. Ceridian provides these services through various offerings including by its Dayforce cloud-based product.

Ceridian HCM Holding Inc. is a publicly traded company registered in Delaware, U.S.A., with subsidiaries in the U.S., U.K., Canada, Australia, New Zealand, Ireland, Mauritius, Singapore, China, Malaysia, the Philippines, Germany, Mexico and India.

Among other policies, our business operations are governed by our Code of Conduct and Human Rights Statement, a core value of both of which is respect for human rights.

## OUR VENDORS

Our Vendor Code of Conduct defines “Vendor” as: any individual or entity who is under contract with Ceridian to provide goods and services to Ceridian. We expect our Vendors to conduct all their business transactions in a manner that respects human rights, and in compliance with all applicable laws.

## MODERN SLAVERY RISKS

Ceridian is not aware of any situations in which modern slavery exists within its own operations, or in the operations of its direct Vendors. As such, and in light of the actions described below, Ceridian believes the risk of modern slavery is low in its operations and those of its direct Vendors.

## ACTIONS TAKEN TO ADDRESS MODERN SLAVERY RISKS

- **Policies:** Our policies, including this Modern Slavery Statement, and our Human Rights Statement, Code of Conduct, Vendor Code of Conduct, and the global Respectful Workplace (and related) policies reflect our commitment to respecting human rights and

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generally acting ethically and with integrity in all our business relationships, compliant with all relevant laws and regulations including with respect to human trafficking and modern slavery.

- **Questions and Reporting:** Ceridian encourages all its employees, workers, customers and other business partners and stakeholders to report any concerns and raise any questions they may have related to Ceridian's direct activities, or the vendor chains of Ceridian. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Ceridian's reporting procedure is designed to make it easy for employees and workers to make disclosures in full confidence without fear of retaliation, including but not limited to anonymous reporting line via Ethics Point at [www.ethicspoint.com](http://www.ethicspoint.com), or:
  - In the U.S.: 1-866-ETHICSP (866-384-4277)
  - In the U.K.: 0-800-89-0011
  - In Australia: 1-800-551-155 (Aus Optus); 1-800-881-011 (Aus Telstra)
  - In Canada: 1-844-620-5859
  - In China: 400-120-4726
  - In Germany: 0-800-225-5288; at the English prompt, dial 833-623-0604
  - In India: 000-800-0502-201
  - In Malaysia: 1-800-81-9663
  - In Mauritius: 01 120; at the English prompt, dial 844-620-5859
  - In New Zealand: 000-911; at the English prompt, dial 833-623-0604
  - In the Philippines: 1800-1-322-0305
  - In Singapore: 800-492-2250

**Vendor Code of Conduct:** Ceridian aims to build long standing relationships with our direct Vendors, with whom we have contractual relationships. We make clear our expectations of those Vendors' business behavior. To that end, we have enacted a Vendor Code of Conduct which is provided to all direct Vendors upon engagement. We expect our direct Vendors to conduct all their business transactions in a manner that respects human rights, and in compliance with applicable laws, including those with respect to modern slavery and human trafficking. Each of our direct Vendors has its own supply chain and we recognize that each level of the chain is responsible for ensuring compliance with all applicable laws and regulations.

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- **Investigations/due diligence:** The legal team in partnership with Vendor Management is responsible for investigations and due diligence in relation to known or suspected instances of modern slavery and human trafficking. As stated in our Vendor Code of Conduct, Ceridian reserves the right to monitor and conduct audits of its direct Vendors, with whom it has contractual relationships. Ceridian also reserves the right to terminate relationships with those direct Vendors who engage in modern slavery or human trafficking, or are otherwise in violation of the Vendor Code of Conduct.
- **Training:** Employees receive annual training on our Code of Conduct and Human Rights Statement. In addition, we ensure a high level of understanding of the risks of modern slavery and human trafficking by providing relevant information to employees managing our vendor chains. In addition, Ceridian has a large host of internal policies, procedures and training that addresses human rights issues and anti-bribery that may assist in identifying risks pursuant to this policy.
- **Ceridian as an Employer:** As a global employer, we have a broad base of employees working around the world in various functions and business lines to deliver products and services to our clients, as well as employees who provide expertise in risk, technology, legal, policy and regulation, finance, accounting, human resources and other relevant areas. Ceridian is committed to respecting the human rights of its employees through our internal employment policies and practices. Fostering and encouraging diversity and inclusion is a cornerstone of our culture. Appropriate and competitive compensation and benefits play a critical role in our strategy to attract, retain and motivate our workforce. We are committed to providing competitive and equitable compensation for our employees, and benefits to support our employees' needs, as well as programs to support work-life balance.
- **Recruitment:** Ceridian's Human Resources team manages Ceridian's recruitment and only uses specified, reputable employment agencies to source labor. Ceridian expects these agencies to follow the "employer pays principle," which states that no worker should pay for a job, and the costs of recruitment should be borne not by the worker, but by the employer.

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For purposes of complying with Section 54 of the United Kingdom Modern Slavery Act of 2015, this statement constitutes the requisite annual “slavery and human trafficking statement” for the financial year ending 31 December 2020, and applies to the following entities:

- Ceridian Global UK Holding Company Limited
- Ceridian Europe Limited
- Ceridian Holdings UK Limited

For purposes of complying with the Australia Modern Slavery Act 2018, this statement constitutes the requisite annual “modern slavery statement” for the financial year ending 31 December 2020, and applies to the following entities:

- Ceridian Australia Pty Ltd

This Statement has been approved by the Board of Directors.



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CEO