

Modern Slavery and Human Trafficking Statement

The United Kingdom Modern Slavery Act of 2015 requires businesses with global revenue exceeding 36m GBP to disclose efforts to prevent or otherwise eradicate slavery and human trafficking from their supply chains.

Meltwater is committed to complying with these laws and ensuring that all its employees and suppliers globally take appropriate steps to mitigate the risk of human trafficking and slavery in our supply chains. Modern slavery takes various forms, such as slavery, servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain, and all of which should be equally condemned.

Our Business

Meltwater is a global SaaS media monitoring company founded in 2001. We have operated in the United Kingdom since 2005. Our services help organisations around the world make more informed decisions based on insights found from external data by monitoring online and social media.

Meltwater has offices in 51 countries and approximately 1400 employees. Out of the 1400 employees approximately 140 are located in the United Kingdom.

Our supply chains

Our supply chains include suppliers of:

- IT hardware and software, including software licences;
- data storage services;
- partners who help develop our services with new content or technology;
- professional services from our advisers including our external counsel and auditors;
- office equipment and other office services; and

The vast majority of our suppliers are based in Europe and North America and are themselves required to take steps to prevent modern slavery and human trafficking in their own businesses and supply chains, whether under the Modern Slavery Act 2015 or equivalent legislation in other jurisdictions.

Our Values and the Code of Conduct

The Norwegian word "*Respekt*" is one of four core values at Meltwater. It includes respect towards colleagues, clients and suppliers, but also towards people we work with in general.

During 2014 we implemented an internal Code of Conduct which applies to all staff across Meltwater Group. The Code of Conduct was created to reflect and enforce our commitment to conduct all our business in an honest and ethical manner.

All staff are required to read, understand and commit to follow our internal Code of Conduct.

MEST

In 2008 Meltwater founder and CEO, Jorn Lyseggen, founded the Meltwater Entrepreneurial School of Technology in Accra, Ghana. This way Meltwater is able to contribute in building an African software industry.

Whistleblowing

Our UK Employee Handbook includes detailed whistleblowing procedures to enable and encourage employees to express concerns regarding any misconduct or wrongdoing related to our business, including any supplier engagement in slavery or human trafficking. This may be done either by raising a concern internally, or anonymously through our external whistleblowing channel. All reports will be investigated and appropriate remedial actions taken.

This statement has been approved by the board of directors of Meltwater (UK) Limited, and relevant Group companies, in London United Kingdom on May 25th 2018.

Signed by Jorn Lyseggen



Director of Meltwater (UK) Limited

Chief Executive Officer of Meltwater Group