

CERIDIAN

# Ceridian's Modern Slavery Statement

June 30<sup>th</sup>, 2023

# CERIDIAN

## 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, India, Taiwan, Thailand, Vietnam and Japan.

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. In addition, Ceridian operates a centralized Vendor Management system, which manages vendors consistent with the principles in our Code of Conduct and Human Rights Statement.

## PROCESS OF CONSULTATION WITH ENTITIES OWNED

In compiling this Modern Slavery Statement, Ceridian HCM Holding Inc. has consulted with its wholly-owned subsidiaries.

## 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 including but not limited to applicable Modern Slavery 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 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 Vendors.

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## 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, Whistleblower policies and the global Respectful Workplace (and related) policies reflect our commitment to respecting human rights and generally acting ethically and with integrity in all our business relationships, compliant with all relevant laws and regulations including with respect to modern slavery.

**Risk Assessment:** Ceridian has implemented a modern slavery risk assessment tool to be used in onboarding and evaluating Vendors. This tool seeks information about Vendors' human rights due diligence practices.

- **Background checks:** Before engaging employees or Vendors, a thorough background check is required including global OFAC checks and global sanctions.
- **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 via anonymous reporting line via Ethics Point at [www.ethicspoint.com](http://www.ethicspoint.com), or via the applicable hotline as listed on the website.

**Vendor Code of Conduct:** Ceridian aims to build long standing relationships with our 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 Vendors upon engagement. We expect our 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. Each of our Vendors has its own chain of business partners and we recognize that each level of the chain is responsible for ensuring compliance with all applicable laws and regulations.

- **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. As stated in our Vendor Code of Conduct, Ceridian reserves the right to monitor and conduct audits of its Vendors, with whom it has contractual relationships. Ceridian also reserves the right to terminate relationships with those Vendors who engage in modern slavery, 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 understanding of the risks of modern slavery by

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providing relevant information to employees managing our vendor chains. In addition, Ceridian has a large host of internal policies, procedures and training that address 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 compensation and benefits for our employees, including 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, as allowed under applicable law. 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.

## ASSESSING THE EFFECTIVENESS OF ACTIONS ADDRESSING MODERN SLAVERY

Ceridian recognises the importance of assessing the effectiveness of our actions to address Modern Slavery risks. We do so using the feedback through our anonymous reporting line and through our ongoing evaluation of Vendors by Vendor Management. As mentioned above, Ceridian has implemented a modern slavery risk assessment tool to be used in onboarding and evaluating Vendors. Based on the implementation of this tool, Ceridian is not aware of any situations in which modern slavery exists within its own operations, or in the operations of its Vendors.

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 2022, and applies to the following entities:

- Ceridian Global UK Holding Company Limited
- Ceridian Europe 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 2022, and applies to the following entities:

- Ceridian Australia Pty Ltd
- Ceridian APJ Pty Ltd
- Ceridian APJ ACQ Pty Ltd

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- Lusworth Pty Limited
- Vedelem Pty. Ltd.
- Ascender HCM Pty Limited
- Pacific Payroll Holdings Trust
- Pacific Payroll International Holdings Pty Ltd
- Pacific Payroll International Holdings Trust
- Pacific Payroll International Pty Ltd
- Pacific Payroll International Trust
- Pacific Payroll Finance Pty Ltd
- Pacific Payroll Partners Pty Ltd
- Ascender PeopleStreme Pty Ltd
- Ascender PeopleStreme Australia Pty Ltd
- Ascender PST Pty Ltd
- Ascender HCM PS Pty Ltd
- Ascender HCM Australia Pty Ltd
- Ascender Cloud Services Pty Ltd
- Preceda Holdings Pty Ltd
- NIS Operations Australia Pty Ltd
- NIS Holdings Australia Pty Ltd
- Ascender Pay ANZ Pty Ltd
- The Association for Payroll Specialists Pty Limited
- Ascender Pay Pty Ltd
- Excelity Australia Pty Ltd
- Ascender HCM Holdings Pty Ltd
- Pacific Payroll Australia Holdings Pty Ltd
- Pacific Payroll Holdings Pty Ltd
- RITEQ Pty Ltd

This update of the Modern Slavery Statement has been approved by Ceridian Global UK Holding Company Limited in accordance with section 14(2)(d)(ii) of the Australian Modern Slavery Act 2018, and signed by a responsible member of a registrant (legal representative) as required by subparagraph (e)(ii) of the same section:



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Leagh E. Turner  
Co-Chief Executive Officer