



## Modern Slavery and Human Trafficking Statement for fiscal year 2021

### I - BACKGROUND

DoiT International and all its affiliates and subsidiaries (“DoiT”) provides various products and services for entities, including consulting on building and operating complex large-scale distributed systems, developing machine learning models, software services, and setting up big data solutions collaboration with our partners, including notably Google Cloud, AWS and Microsoft Azure.

Providing such products and services has taught us that equality is a complex and yet outstanding value that every DoiT employee is striving for. DoiT supports human rights as defined by the Universal Declaration of Human Rights, which recognizes that “*all human beings are born free and equal in dignity and rights*”. We work to elevate human dignity through our products, services, partnerships and operations, something that cannot be accomplished without a fundamental respect for human rights throughout DoiT’s operations. We expect the same from our suppliers, partners and customers, and focus on working with long-term, strategic suppliers and partners that demonstrate a commitment to engaging their workers, providing safe working conditions and advancing environmental responsibility. This includes, obviously, combatting risks of forced labor, harrassment and discrimination.

The present statement is being furnished pursuant to the UK Modern Slavery Act, the Australia Commonwealth Modern Slavery Act and the California Transparency in Supply Chains Act. This statement discusses DoiT’s global business practices addressing forced labor. It encompasses DoiT’s and its consolidated subsidiaries because we take a global approach to combating forced labor, and ensuring human rights and compliance.

As used in this statement, our definition of forced labor includes modern slavery, prison labor, indentured labor, bonded labor, human trafficking, or other similar conduct.

### II- DoiT’S OVERVIEW AND SUPPLY CHAIN STRUCTURE

DoiT isn’t a manufacturer and we don’t purchase raw materials or commodities for our daily business operations. The type of services we obtain are related to running a tech company, and includes software licenses, payment processing, professional services including in relation to our branding, marketing and communication and professional advice services (including legal and financial), content review and cloud computing services. Some of our suppliers are global, servicing the entire company. Others are local or regional, fulfilling specific needs for our offices around the world.



DoiT is a scaling company. We are growing our business through long-term relationships with suppliers that are committed to our strict standards of sustainability and human rights, product excellence and compliance with local laws. As part of our growth strategy, we rely on partners and subcontractors who drive sustainable business growth by fostering a strong culture of safety, while also developing an engaged and valued workforce.

DoiT is committed to bring forward ethical practices in our own operations and on a day to day basis, and to ensure that DoiT's dedication to sustainability (including environmental sustainability and human rights) is reflected in its business operations. More information can be found under [Compliance](#) on DoiT's website.

### III- DoiT'S STANDARDS TO ADDRESS FORCED LABOR

DoiT takes seriously and fully supports national and international efforts to end forced labor, human trafficking and modern slavery. We expect all our partners and customers to adhere the required minimum standards we expect, most notably around forced and child labor, excessive overtime, compensation, and freedom of association amongst other requirements. As such, our contracts insert specific provisions to be aligned with such commercial standards.

### IV - DUE DILIGENCE AND REMEDIATION PROCESSES

DoiT generally sources and directly hires our own full-time employees, which allows us control and oversight in managing the risk of modern slavery and human trafficking in our business operations. We use integrated systems and tools in pre-screening and outreach to candidates globally to ensure a consistent and fair process. Our trained and professionally skilled recruiting teams maintain continuous conversation with candidates throughout the recruitment cycle. DoiT strives to provide a respectful and safe working environment for all our personnel, regardless of role, position or employment status, and we have zero tolerance for any threats, violence, harassment, coercion or retaliation. We expect our partners, independent contractors, consultants to commit to the same standards and principles. DoiT provides a grievance mechanism, through which an impacted or interested party may report any violations or activities inconsistent with DoiT's policies and compliance procedures.

#### a. Policies addressing ethical conduct

- **Global Employee Handbook**



Each of our employees, officers, board members, contingent workers, is required to read and approve our Global Employee Handbook which includes a Code of Conduct, in order to protect the health, safety and equal treatment of our employees, including the prohibition of any form of modern slavery. Employees should conform with our equal opportunity policy in all aspects of their work, from recruitment and performance evaluation to interpersonal relations. Our Global Employee Handbook describes DoiT's expectations with respect to compliance with applicable law, anti-bribery, data privacy and workplace privacy and safety. Our Global Employee Handbook also encourages employees to report or notify any concerns they might have, including those related to unethical or illegal behavior.

## V - TRAINING AND ACCOUNTABILITY

DoiT believes that partners and customers that prioritize the well-being of their workers, by engaging with them to understand their needs, implies a better understanding. We also believe that our ability to influence our partners and customers is dependent, in part, on how we build the right incentives and sanctions into our business relationships.

Training on Global Employee Handbook reinforces the expectation that our employees, extended workforce and contractors follow applicable laws and report concerns of illegal or unethical activity. We train workers to conduct due diligence to identify and avoid working with third parties that engage in modern slavery or other illegal practices.

To more fully integrate our compliance and sustainability criteria into our daily decisions, DoiT provides annual training to all of its employees on various and different topics, including Discrimination Awareness and Sexual Harassment Prevention Training.

DoiT partners with outside counsels and broader learning communities to both gather and share information on developments within local policies/legislation across the countries we operate in, and other sustainability and labor best practices in general.

*Modern slavery is a complex challenge and we hope that, while we scale, we can improve and grow in the most ethical way.*

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This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015, the Australia Commonwealth Modern Slavery Act and the California Transparency in Supply Chains Act and constitutes the slavery and human trafficking statement for the DoiT entities.

This Modern Slavery Act Transparency Statement was approved by DoiT directors and co-founders:

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