

## **CA's Anti-Modern Slavery Transparency Statement**

CA Technologies is opposed to slavery, trafficking in persons and forced labour in any form, and is committed to working to mitigate these risks in all aspects of our business. The CA Technologies Code of Conduct (the "Code"), and the companion guide based on the Code for CA Technologies business partners, embodies our commitment to doing business with the highest standards of ethics and integrity.

### **CA TECHNOLOGIES STRUCTURE & BUSINESS**

Computer Associates Holding Limited is parent company to CA Limited, Computer Associates UK Limited and CA Technology R&D Limited and all part of the CA Technologies group of companies which creates software that fuels transformation for companies and enables them to seize the opportunities of the application economy. CA Technologies helps its customers realise the potential of the application economy through direct business relationships, utilising a strong partner business and through ecommerce routes.

Software is at the heart of every business in every industry. From planning, to development, to management and security, CA is working with companies worldwide to change the way we live, transact, and communicate – across mobile, private and public cloud, distributed and mainframe environments.

CA Technologies helps customers succeed in a future where every business—from apparel to energy—is being rewritten by software. From planning to development to management to security, at CA we create software that fuels transformation for companies in the application economy.

CA Limited's ultimate parent company is CA, Inc. which has its head office in New York, USA. CA Technologies has approximately 11,000 employees worldwide and operates globally, with a supply chain including software manufacturers and manufacturers of certain, limited hardware components that compliment software solutions.

CA Limited currently has an annual turnover in excess of £36 million.

### **CA TECHNOLOGIES POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Modern Slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place in our supply chains.

CA Technologies is committed to a host of initiatives designed to ensure we act ethically, responsibly and sustainably in all our dealings. Some of those initiatives are outlined below:

### UN Global Compact

CA is a signatory to the UN Global Compact, a policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, which include elimination of forced and compulsory labour as well as environmental and anti-corruption concerns. <http://www.unglobalcompact.org/>

### Combatting Trafficking in Persons

CA Technologies is opposed to trafficking in persons and forced labour in any form, and is committed to working to mitigate the risk of trafficking in persons and forced labour in all aspects of our business. CA Technologies strictly forbids its employees from engaging in or supporting in any way trafficking in persons and other forms of forced labour. Not only is CA Technologies policy to combat human trafficking the right thing to do, it is also required by U.S. federal law and aligned with the U.S. federal government's expectations for government contractors. Compliance with this policy is essential for CA Technologies to continue to operate as a U.S. government contractor. CA Technologies employees must immediately report all evidence or allegations of conduct that could be human trafficking or forced labour.

You can learn more about CA Technologies approach to corporate responsibility and sustainability here:

<http://www.ca.com/us/why-ca/about-us/sustainability-report/sustainability-at-ca-technologies.html>

### **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk we:

- Provide ethics and Code of Conduct training for all CA personnel annually
- Actively promote CA's Mission, as described on CA's website: <https://www.ca.com/us/company/about-us/the-ca-mission.html>
- Are undertaking a training programme for CA procurement personnel that includes live training that has been provided by personnel from CA Technologies' Worldwide Law Department and Business Practices & Compliance teams, as well as online training from TRACE International, a globally recognized leader in third party risk management solutions and training, to which CA Technologies is a member.

We have in place systems to:

- Identify and assess potential risk areas for new suppliers in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our new supply chains.
- Monitor potential risk areas in our supply chains for new suppliers.

- Protect whistleblowers.

#### **SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme that is regularly reviewed and updated. This consists of:

- Risk assessments including an on-boarding process with questions specifically designed to identify:
  - potential supplier's modern slavery procedures
  - Right to work of supplier personnel
- Ensuring that business partners adhere to CA's Code of Conduct
- Contractual obligations imposed on suppliers

In addition, we have a dedicated Compliance team, which interacts with every part of the business.

#### **TRAINING & REPORTING**

CA Technologies has implemented a training program for key supply chain procurement personnel enrolled in the Supplier Risk Programme to include live training provided by personnel from CA Technologies' Worldwide Law Department and Business Practices & Compliance team, as well as online training from TRACE International

In addition, CA Technologies employees can report their concerns to any of the following resources:

- Any member of CA Technologies Business Practices & Compliance Team
- Any member of the CA Technologies Worldwide Law Department
- Any member of the People Business Partner Team
- The CA Technologies Employee **Helpline**
- The CA Technologies Employee **Webline**

#### **OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

CA is utilising its existing comprehensive supplier due diligence processes and is in the process of tailoring them to target modern slavery and human trafficking.

#### **FURTHER STEPS**

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains we intend to continue on our journey to further combat slavery and human trafficking:

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2017.

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke at the end.

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Director

COMPUTER ASSOCIATES HOLDING LIMITED

Date: 18 September 2017