

**opentext™**

# OpenText Human Rights Statement

June 2021

## Scope and Guiding Principles

Respect for Human Rights is deeply embedded in how OpenText carries out our business and how we interact with the communities in which we operate. We are committed to respecting and upholding human rights for all people, as reflected in [OpenText's Code of Business Conduct and Ethics](#), and in our policies, practices and values.

Human Rights span a broad array of fundamental rights, freedoms, standards of treatment for all people and relevant laws and regulations. Further education can be found on: [United Nations Universal Declaration of Human Rights](#), the [ILO Declaration on Fundamental Principles and Rights at Work](#), the [UN Global Compact](#), and the [UN Guiding Principles on Business and Human Rights](#).

## Implementation of this Commitment

We believe it is critically important to incorporate our commitment to Human Rights into our business practices and operations. OpenText does so in the following ways:

- OpenText complies with all applicable laws and regulations related to the protection and promotion of Human Rights wherever we conduct business.
- OpenText takes all necessary measures to avoid exploitation of our employees via forced labour, human trafficking and child labour.
- OpenText carries out due diligence in an effort to avoid exploitation of people (via forced labour, human trafficking, and child labour) within our supply chain.
- OpenText focuses on the procurement of goods and services in a responsible, ethical, and sustainable fashion.
- OpenText strives to provide a working environment that is inclusive of everyone regardless of culture, national origin, race, colour, gender, gender identification, sexual orientation, family status, age, veteran status, disability, religion, or any other basis protected by applicable laws.
- OpenText conducts business with integrity, outlining our guidelines and practices in the OpenText Code of Business Conduct and Ethics. OpenText is committed to providing a workplace that is free of harassment and discrimination, and in which all staff treat each other with respect. OpenText has established procedures for reporting incidents or violations through various communication channels on a confidential basis and free from retaliation.
- OpenText is committed to investing in our employees' professional development through support for continued education and training.
- OpenText strives to achieve a workplace free of barriers that may prevent employees from being able to perform their work to the best of their ability.
- OpenText protects privacy and data security of our employees, suppliers, partners, and customers.
- OpenText promotes ethical business practices and makes efforts to reduce and prevent the risk of corruption.
- OpenText is committed to being a responsible corporate citizen and has a corporate giving program which is focused on Human Rights issues such as education, children and families, and support for under-represented communities.
- OpenText is making increasing efforts to promote environmental sustainability, to reduce our footprint and to support our customers' sustainability efforts.
- OpenText is transparent about our efforts and activities related to Human Rights in our annual [Corporate Citizenship Report](#).

## About OpenText

OpenText enables the digital world, creating a better way for organizations to work with information, on-premises or in the cloud. For more information about OpenText (NASDAQ/TSX: OTEX), visit [opentext.com](https://opentext.com).

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