

Modern Slavery Statement

Anti-slavery Statement

Introduction

Red Gate Software Limited "Redgate" are based in Cambridge, United Kingdom and have sales offices in California and Texas in the United States.

Redgate is the leading provider of software for professionals working on the Microsoft data platform. We help over 800,000 people in every type of organisation around the world, from the small and medium sized businesses to 91% of companies in the Fortune 100. Our SQL Toolbelt helps users implement DevOps best practice for their databases, easily monitor database performance, and improve team productivity. We do all this by investing heavily in making our software intuitive to use even through we're solving complex customers problems – something we call **ingeniously simple**. For more information visit www.red-gate.com.

Our Business and Supply Chain

Redgate condemns all forms of human trafficking, slavery, servitude, forced or compulsory labour and any other trafficking-related activities.

Our business is committed to complying with applicable employment and labour laws and ensuring we do not transact with non-compliant businesses within our supply chain.

Our suppliers mainly consist of those who support our daily running of our business, which fall under the following categories: Facility Management (e.g. building rent, building maintenance), Business Services (e.g. travel, insurance, marketing campaigns) and IT Services (e.g. IT equipment and services).

Redgate's employees are not considered to be vulnerable to slavery, forced labour or human trafficking, and Redgate commits to fair and safe working practices and complies with all relevant employment laws and regulations.

Due Diligence, Policies & Effectiveness

By the end of 2018, Redgate plans to:

- Develop a due diligence process when onboarding any new suppliers.
- Carry out a review of our network of suppliers and identify any which might represent a higher risk (based on their location and nature of their business), notify them of Red Gate Software Limited's obligations under the Modern Slavery Act 2015 and request that they disclose their position on modern slavery to encourage full transparency in our supply chain.
- Create and issue an employee code of conduct to accompany our employee handbook to include a new anti-slavery and human trafficking policy.
- Continue reviewing our anti-slavery systems and controls to further identify, assess and monitor potential risk areas.

Responsibility

Redgate's Board have overall responsibility for ensuring that Red Gate Software Limited, its subsidiaries and all people working for Redgate comply with our legal and ethical obligations.

This statement has been published on behalf of Red Gate Software Limited, Red Gate Software Inc and Red Gate Software Pty Limited and any reference to "Redgate" includes these entities.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and has been approved by Red Gate Software Limited's Board of Directors on 20th June 2018.

Signed



Dr Simon Galbraith
CEO
Red Gate Software Limited