

2023 Deltek Modern
Slavery Act
Transparency Statement

Introduction

At Deltek, our mission is to deliver solutions that help our customers connect and automate the project lifecycle that fuels their business. Our software and information solutions enable superior levels of project intelligence, management, and collaboration. And our industry-focused expertise helps you achieve performance that maximizes productivity and revenue. Better software means better projects.

Deltek helps power project success—at every stage of the project lifecycle—for over 30,000 organizations around the globe.

This Modern Slavery Act Transparency Statement applies to Deltek, Inc., Deltek GB Limited and their subsidiaries (collectively, “**Deltek**”).

Respect for human rights is an integral part of our commitment to corporate social responsibility. We foster an organisational culture that respects dignity and human rights and we believe that conducting business with high ethical standards is fundamental to this culture.

Modern slavery takes various forms, including forced and compulsory labour and human trafficking, all of which exploit individuals for the personal or commercial gain of others.

One of our core corporate values is acting with integrity, and we are committed to preventing modern slavery — we want to prevent workers from being subjected to modern slavery in our supply chains or elsewhere.

This statement sets out the actions that we have taken over the previous financial year (1 January to 31 December 2022) to ensure that there is no slavery or human trafficking in our business and supply chains.

Approach and Policies

People are at the heart of our business and our Anti-Slavery and Human Trafficking Policy and Supplier Code of Conduct which reflect our commitment to acting ethically and with integrity in our business relationships. Our Anti-Slavery and Human Trafficking Policy also sets out the steps that we take to combat modern slavery, alerts staff to the issue of modern slavery, and encourages them to raise concerns about any suspicions of modern slavery in any part of our business or supply chains.

We have continued our practice of conducting periodic due diligence on current and prospective partners and suppliers to evaluate their commitment and ability to respect labour and human rights laws and inform them of our expectations regarding combatting modern slavery and human trafficking. We frequently review whether specific suppliers have existing corporate policies regarding modern slavery and human trafficking, and if necessary, ask them to certify that they are able to comply with our Supplier Code of Conduct or their own analogous policies and procedures. We continue to design and implement additional processes, and evaluate new software solutions and other tools, that will allow us to better evaluate suppliers throughout the vendor lifecycle.

Training and Awareness

In 2022, we continued training on modern slavery and human trafficking to all of our more than 3,500 global employees to ensure awareness of these risks at all levels of Deltek.

It is important to ensure that our employees understand and are aware of the risks of modern slavery and human trafficking, and can assist us in preventing those risks – both in our business and in our supply chains. We have educated our legal team and senior management on the applicability of our Supplier Code of Conduct and our Anti-Slavery and Human Trafficking Policy to all aspects of our business. These policies are also available to all employees. We will continue to provide additional training and resources to our employees, especially the members of our teams who are involved in obtaining goods and services from third parties.

Due Diligence, Supplier Mapping and Risk Assessment

As part of our internal due diligence to identify and mitigate the risk of modern slavery occurring in our supply chains, we continued to examine alternative ways to evaluate the role of third-party contractors in our daily operations.

This gave us greater visibility into our supply chains, identified any areas of potential concern or risk, and helped to plan and prioritise our efforts accordingly. We have not identified any specific risks or instances of modern slavery.

Contracts and Procurement

To date, we have not identified any existing supplier relationships that we believe would compromise our commitment to combatting modern slavery and human trafficking. Nonetheless, we intend to continue reviewing our current and prospective supplier relationships to confirm we have adequate protections to ensure our business partners also operate ethically. Our contracts incorporate appropriate provisions requiring our suppliers to stand by our same ethical commitment to combating slavery and human trafficking.

Responsibility and Effectiveness

We are committed to upholding human rights and safety in our supply chains, and we regularly review our progress and improving our effectiveness in combatting slavery and human trafficking on an annual basis.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Modern Slavery Act transparency statement for the financial year ending 31 December 2022 for Deltek.

Date:

By:



John Stipancich

Director, Deltek, Inc. and Deltek GB Limited