

Globant Modern Slavery Statement Fiscal Year 2021

At Globant, our core purpose is that we care about making the world a better place, one step at a time. That is the greater reason behind everything we do, and that's why we're so passionate about our mission. We are committed to ensuring decent working conditions for our employees ("Globers"), responsible management of natural resources, and an honest and ethical way of conducting business.

This statement, covering our 2021 financial year, is being issued by Globant UK Ltd, pursuant to the UK Modern Slavery Act, in order to account for our efforts to mitigate all types of modern slavery in our business and supply chain. In this statement the term "modern slavery" includes forced labor, human trafficking, child and domestic slavery.

1. Company purpose

At Globant, we thrive by reinventing businesses and transforming organizations to be ready for a digital and cognitive future, providing world-class opportunities for talent to make a positive impact around the globe.

We are a digitally native company where innovation, design and engineering meet scale. Our spirit at Globant demands that we create real change. We offer innovative solutions that change organizations and improve the lives of millions of people.

2. Business and supply chain

Globant is a disruptor in the professional services arena. We leverage the latest technologies and methodologies in the digital and cognitive space to help organizations transform in every aspect. We create software products that emotionally connect our customers with millions of consumers and employees, and we work with them to improve their efficiency and create a sustainable future.

We do not have suppliers that are material to our business, except for the purchase of equipment or licenses, which we do with top companies that undergo a due diligence process prior to formalizing the engagement which is managed by the Legal Compliance team. All suppliers must undergo this process, regardless of size, country, type of services or goods provided. Additionally, all of our agreements with suppliers include written representations with respect to compliance with applicable law, including, in particular, applicable labor law.

3. Policies addressing ethical conduct

The Company's [Code of Ethics](#) outlines our commitment to upholding the highest ethical standards, promoting human rights, maintaining a healthy and safe workplace and complying with all applicable laws, rules and regulations. Our Code of Ethics also applies to our suppliers who must abide by its standards in order to conduct business with us.

We seek to conduct our business in compliance with both the letter and the spirit of applicable laws, rules, and regulations. We expect all of our Globers to have a sound knowledge of the proper and improper courses of conduct both with regard to their own activities and those with whom they must interact. We also expect Globers to be familiar with the material laws and regulations applicable to business activities in their territory. No director, officer or employee shall engage in any unlawful activity whilst conducting Globant's business or in performing their day-to-day company duties, nor shall any director, officer or employee instruct others to do so. Globant requires that Globers respect the current regulations of the business, complying with them loyally and working in good faith.

Diversity, Equity, and Inclusion (DEI) are key pillars of our industry. At Globant, we are devoted to boosting and building a more humane, equitable, and inclusive workplace for every Globber, where gender equality, cultural diversity, and inclusion are the foundations of our culture. We seek to accompany minorities and give them a voice and representation through our internal communities and with programs and initiatives that help make them visible and serve to create a safe and respectful workplace. Multiculturalism is one of the most powerful components of Globant's identity. Where different cultures converge, there will be various ways to tackle problems and find creative solutions to disrupt business and hack into the status quo.

We pledge to provide all the necessary tools to make sure that all Globers feel comfortable, have the possibility to fully develop their potential, and have a diverse co-creation space with diverse points of view.

Our internal policies, including the Anti-Corruption and Anti-Bribery Policy and Procurement Policy, ensure transparency and ethical conduct while doing business in general and especially in the procurement of goods and services and in our supply chain.

Our Ethics Line is available to all employees, vendors, clients and any third party, who are all encouraged to raise concerns regarding any type of unethical or reprehensible conduct that goes against our Company policies or local regulations. Reports can be made anonymously and are handled confidentially and thoroughly investigated.

4. Prevention of modern slavery in our company and with our vendors

We uphold human rights in all of our global operations, in line with the United Nations Global Compact and the principles set out by the International Labor Organization. We comply with all applicable local labor regulations. Globers are entitled to fair wages and hours, consistent with local laws, and to work in an environment free from discrimination.

Globant also does not make use of child labor (i.e., a person under the minimum age provisions of applicable laws and regulations) or forced labor (i.e., prison labor, indentured labor, bonded labor, military labor, slave labor), does not condone any form of human trafficking and will not work with third parties who do so.

We take special care of our employees when they are relocated to another country to protect their welfare and integrity. In order to generate inclusion, promote cultural diversity and take care of the welfare and integrity of our employees and their families, we have set up a Relocation Policy. In addition to analyzing business opportunities to promote intra-company diversity, we also listen carefully to the needs and wants of our Globers to ensure a better quality of life and multicultural experiences in other geographies.

5. Training and Development for knowledge dissemination on the IT industry

We dedicate significant resources to the development and professional growth of our employees through learning experiences, career plans, mentoring, talent assessment, succession planning and performance management for Globers and people in the communities where we have operations.

Through “Globant University Campus” we consolidate and formalize our efforts to provide a continuous learning program which is focused on Diversity, Technology, and Leadership. We invite Globers to learn about their challenges, offering diverse content so that each person can learn at their own pace, and encouraging continuous feedback to keep improving. We work to create Globber-centric and neurodiverse experiences that allow each Globber to learn in the way that best suits their style, availability, interests, and needs.

Through all of these programs and educational initiatives, we have accomplished our goal of generating true empowerment of our employees and of all the people who are part of our ecosystem. In this way, we were able to give them better possibilities, to not only obtain better jobs in a booming industry, but also to pursue their professional development, both within our company, but also outside it, in the working market.

Our Code Your Future program is a multidimensional approach to generating pathways for inclusion of the community, especially minorities and underprivileged populations, in the technological industry. We build roadmaps for people to get closer to technology and to gain the necessary skills to succeed in the industry. Through partnerships, scholarships, mentorships, and

professional development opportunities, we impacted +6,400 people globally.

6. About our Supply Chain

At Globant we support and are committed to protecting fundamental Human Rights, and adhere to the principles of the United Nations Global Compact:

- Businesses should support and respect the protection of internationally proclaimed human rights; and make sure that they are not complicit in human rights abuses.
- Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labor; the effective abolition of child labor; and the elimination of discrimination in respect of employment and occupation.
- Businesses should support a precautionary approach to environmental challenges, undertake initiatives to promote greater environmental responsibility; and encourage the development and diffusion of environmentally friendly technologies.
- Businesses should work against corruption in all its forms, including extortion and bribery.

In relation to our total commitment to this cause, request that our major suppliers confirm, in writing, their compliance with the ten principles of the United Nations Global Compact. All of these principles specifically tackle all modern slavery-related behaviors.

7. Ethics for Technology

In our commitment to protect human rights and individual freedoms, our strong commitment to the Global Compact principles and the fact we are a company in the IT industry dedicated to improving the quality of life of people, we link our commitments with our business. Since the future of organizations depends on the research and development of Artificial Intelligence (AI), we formed our [Artificial Intelligence Manifesto](#).

We understand AI should exist to cooperate with humans and to improve humanity, therefore elevating them. In terms of our use of data, we are committed to having clean and accurate data, compliant with laws and regulations, guaranteeing and respecting the privacy of all individuals to meet strict reliability, security, and integrity standards.

Fairness is one of our pillars: We are responsible for the data and how its use may affect society. We will promote data-driven outcomes that are unbiased in terms of race, ethnicity, gender, nationality, income, sexual orientation, ability, and political or religious beliefs. Avoid biased results as much as possible to eliminate unfair outcomes.

Transparency is one of our core values. We are committed to pursuing algorithmic accountability. We aim to create products that are transparent and open in their purposes and results; and

exercise caution by anticipating adverse consequences.

We want to make a social contribution: to ensure access to relevant forms of knowledge, promoting fundamental skills and critical thinking among the community. Open, promote, and facilitate access to AI research for the community.

Most importantly, we will not pursue any AI applications which contravenes or may contravene any law or regulation, the public order and good morals, which includes, among others:

1. AI systems developed to spread untrustworthy information.
2. The dissemination or misuse of algorithms.
3. Misuse of sensitive characteristics such as race, ethnicity, gender, nationality, income, sexual orientation, ability, and political or religious beliefs.
4. Implementations that may cause or directly facilitate injury to people.
5. Projects that imply contravening widely accepted principles of international law and human rights.

8. Be Kind Program


At Globant, we maintain a kindness-based culture through our “Be Kind” program. Be Kind is a call to action to build a more balanced and fair future together. It is a commitment to multiply the positive impact promoting social, environmental, economic and cultural good in humanity. The pillars of our Be Kind program are:

- Be kind to Yourself: understands that the well-being of the people depends on a good work-life balance. Body, Mind, and Spirit connected to the present while creating a way forward.
- Be kind to your Peers: is devoted to boosting and building an equitable and inclusive workplace, where gender equality, cultural diversity, and inclusion are the foundations of our culture.
- Be kind to Humanity: is to Be kind through technology. We want to impact the lives of millions of people, tackling global concerns and becoming part of the solutions.
- Be kind to the Planet: is committed to limiting the global temperature rise to 1.5° C above pre-industrial levels and reaching net-zero by 2050 through Science Based Targets.

9. Moving forward

This document represents our Fiscal Year 2021 statement pursuant to the UK Modern Slavery Act, to account for our efforts to mitigate all types of modern slavery in our business or supply chain. We understand modern slavery is a very complex issue that cannot be addressed in the short term. We are devoted to tackling all types of modern slavery that may be present in our business and product chain, in order to protect our workers, all vulnerable groups and to take care

of the environment. We are constantly working on improvements for our internal processes to ensure that we efficiently work towards making the work a better place.

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