



ATERNITY MODERN SLAVERY ACT STATEMENT FOR FISCAL YEAR ENDED 31 DECEMBER 2020

1. INTRODUCTION

Aternity is opposed to all forms of human trafficking, slavery, servitude, and forced or compulsory labor. We are committed to taking steps to prevent these acts from occurring within our business and supply chain.

This statement is prepared pursuant to the UK Modern Slavery Act and is made by Aternity LLC on behalf of itself and its UK subsidiary, Aternity Limited (collectively “**Aternity**”, for the purposes of this statement).

2. ATERNITY’S BUSINESS

Aternity LLC, a wholly owned subsidiary of Riverbed Technology, Inc., is headquartered in Cambridge, Massachusetts. The company has over 200 employees, and has operated as a separate business division since 1 January 2020.

As a software business serving clients globally, Aternity develops and implements enterprise-scale analytics for every application, all transactions, any device, and all users – to transform the employee experience in the digital workplace. Aternity’s AI-powered visibility and self-healing control help IT optimize business application performance to improve employee productivity and customer satisfaction, mitigate the risk of IT transformation, and drive down the cost of IT operations.

3. POLICIES APPLICABLE TO OUR BUSINESS & EMPLOYEES

Aternity expects all employees to adhere to its Code of Business Conduct (the “**Code**”), which addresses how directors, officers, and employees should make ethical and appropriate decisions, consistent with our core values and policies. Aternity’s agents, representatives and consultants are also expected to comply with the Code.

The Code places honest and ethical conduct at the heart of each director, officer and employee’s obligations: mandating compliance with applicable laws, rules and regulations. Further, Aternity is firmly committed to providing equal opportunities in all aspects of employment, and will not tolerate any illegal discrimination, harassment or retaliation of any kind.

Aternity’s Code reflects our commitment to act legally, ethically and with integrity in our business relationships. We strive to provide our employees with a safe and healthy work environment, and each director, officer and employee carries a responsibility to help maintain a safe and healthy workplace for all employees. Violence and threatening behavior are not permitted.

Employees are encouraged to report ethical or legal violations in confidence, and without fear of retaliation.

4. SUPPLY CHAIN

Aternity has established a central procurement function in the United States and the majority of our suppliers for the fiscal year were based in the United States. We consider the overall risk of modern slavery and human trafficking occurring within our own business to be low. However, we recognize the importance of supply chain due diligence, and we undertake such due diligence when engaging with new suppliers.

We are also committed to sourcing and using sustainable and ethically produced materials.

5. TRAINING

Aternity employees receive training on matters such as sexual harassment, non-discrimination, bribery and corruption, and other fundamental topics. We consider additional training opportunities on an ongoing basis, including in respect of modern slavery and human trafficking.

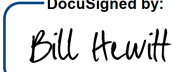
6. CONCLUSION

Our efforts in tackling modern slavery and human trafficking are ongoing, and we will continue to consider our policies and oversight of these important issues in the year ahead.

This statement is made pursuant to the UK Modern Slavery Act and constitutes Aternity's slavery and human trafficking statement for the financial year ending 31 December 2020.

This statement was approved and adopted by the Board of Directors of Aternity LLC on 26 January 2021 and is signed on its behalf by Aternity LLC CEO and President, Bill Hewitt.

Name: Bill Hewitt

Signature:  DocuSigned by:
Bill Hewitt

Date: 26 Jan 2021