

UK Modern Slavery Act Statement

Fiscal Year 2022: April 1, 2021 – March 31, 2022

BluJay Solutions is a global organization committed to complying with applicable legal and ethical obligations. BluJay policies, including the BluJay Global Code of Conduct, provide a framework for our ethical business practices. BluJay will not tolerate human trafficking, slavery, or any form of forced, bonded, compulsory labor in any part of our global organization. BluJay strongly believes that human rights are rights and freedoms to which all human beings are entitled. BluJay also believes that the acceptance of and compliance with internationally acknowledged human rights are fundamental to all its business relations.

BluJay evaluates its supply chain to identify high risk vendors posing the greatest risk to compliance with the law. BluJay's contracts with suppliers and partners require compliance with applicable laws, including laws addressing fair employment, wages and hours, anti-bribery and anti-corruption. BluJay employees, partners, suppliers, vendors, contractors and any other party with whom BluJay conducts business are not permitted to engage in any activity constituting forced labor, slavery or human trafficking.

BluJay periodically holds training sessions for its employees to identify and observe industry standards and international legislation and regulations. BluJay encourages its employees and business partners to report any failure to comply with any laws, including those prohibiting slavery and human trafficking and has policies in place to protect those who report, including anti-retaliation and whistleblowing policies as set forth in the BluJay Global Code of Conduct.

BluJay is able to monitor the success of its anti-slavery policy by strictly enforcing the terms of its agreements with suppliers, partners and independent contractors.

This Statement was approved by the BluJay Board of Directors on March 31, 2021.

Joy M. Burkholder Meier, EVP Legal & HR
April 1, 2021