

Modern Slavery

Statement FY2024

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1. Purpose of the Statement

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015. It sets out the steps Amdocs Limited and its relevant subsidiaries (as set out in Annexure A) have taken to ensure that modern slavery and human trafficking are not taking place within their business and supply chains. This statement covers the period from October 1, 2023 through September 30, 2024, in line with our financial year. The purpose of issuing this statement is to demonstrate our commitment to acting ethically and with integrity in all of our business relationships, and to implementing and enforcing effective systems and controls to help prevent and address the risk of modern slavery in our operations. We recognize our responsibility to respect human rights and are dedicated to promoting transparency and accountability throughout our organization and among our suppliers.



2. Our Business

Amdocs is a global leader in providing software and services to approximately 400 communications, entertainment, media, and other service providers across both developed and emerging markets. With a workforce of around 29,000 employees spanning 85 jurisdictions worldwide, Amdocs is deeply committed to upholding the highest standards of ethical business conduct and corporate social responsibility.

We recognize that diversity, equity, and inclusion are fundamental to our success. We believe that fostering a gender-diverse, multicultural and multigenerational workforce not only strengthens our organization but also provides a significant competitive advantage. Our commitment to these values is reflected in our policies, practices and daily operations.

Amdocs' governance structure is overseen by our CEO and Executive Management team, who are responsible for setting and maintaining rigorous standards of corporate governance and ethical conduct. This includes providing senior-level oversight and management of ethical risks, including prevention of modern slavery and human trafficking within our operations and supply chains. We are dedicated to identifying, assessing and mitigating risks related to ethical issues, and we expect the same high standards from our business partners and suppliers.

Through ongoing training, robust policies and transparent reporting, Amdocs strives to ensure that our business practices promote respect for human rights and ethical standards.

3. Our Supply Chains

To ensure effective oversight and risk management, we have classified our suppliers into three primary categories:

1. **Business Services Suppliers:** Our business services suppliers provide professional services and resources that support our business operations with our customers. This category includes staffing agencies, subcontractors and other professional service providers. We maintain close engagement with these suppliers to ensure their practices align with our ethical standards.
2. **Corporate Services Suppliers:** Our corporate services suppliers encompass vendors who deliver services to our corporate infrastructure and facilities. Examples include catering, food and beverage services, transportation, construction, marketing agencies, human resources, payroll and travel providers. We work collaboratively with these suppliers to promote fair labor practices and ensure that they are complying with applicable labor laws.
3. **Technology Suppliers:** Our technology suppliers provide us with all of our hardware and software product requirements, both for the company's internal use and for supporting the company's business operations. We expect all technology partners to adhere to our Supplier Code of Conduct, which prohibits any form of forced labor or exploitation.

Our procurement activities are managed by a dedicated global team, with specialized expertise in each supplier category. Our procurement hubs are responsible for sourcing, vetting and distributing goods and services in accordance with our ethical standards.

4. Policies and Processes

Amdocs has developed a suite of policies that support and respond to our compliance and governance requirements.

Our Code of Ethics & Business Conduct (the “Code”) and Supplier Code of Conduct which are available on our corporate website www.amdocs.com set forth the expectations that we have from our employees and suppliers in the conduct of business activities globally.

The Code aims to ensure that all of our suppliers adhere to, and implement, the same standards across their respective businesses and within their own supply chains to ensure compliance with all applicable laws, rules and regulations relating to ethical and responsible standards of behavior. This compliance includes prevention of underage labour, prevention of involuntary labour, adherence to working time limits, freedom of association and complying with applicable wage and hour laws and regulations.

The Code requires suppliers to develop and maintain a process to identify risks relating to labour and human rights, health and safety, environmental, business ethics and legal compliance associated with their activities and to implement appropriate procedures to control such identified risks. Compliance with the Code is subject to audit at the discretion of Amdocs.

Amdocs’ General Terms and Conditions of Purchase with suppliers require each supplier to provide a commitment to fully comply with the Code.

Amdocs also has a Human Rights and Labor Practices Statement which sets out our commitment to a diverse workforce and how our employment practices support this. In particular we strive to ensure that every employee enjoys a safe and healthy work environment and that our operations are conducted in an environmentally responsible and sustainable manner.

We have adopted and implemented a global Environment, Health and Safety (EHS) management system according to the international standards OHSAS 18001:2007 and ISO14001:2004. We are committed to achieving a safe and secure environment.

Amdocs has specific policies on its employment principles, equality and diversity, health & safety and grievance procedures, aimed at supporting Amdocs’ commitment to diversity, prevention of harassment and ensuring a safe working environment within its business.

As part of our responsible supply chains efforts, we undertake the following:

- Our suppliers are contractually required to adhere to the Code, Global Anti-Bribery and Corruption Policy and Gifts & Hospitality Policy.
- We insist, in our supplier agreements, that our suppliers comply with local laws. We build long-standing relationships with local suppliers and make clear our expectations of business behavior.
- We conduct systematic, periodic audits of select corporate services suppliers that furnish substantial on-premises human-resource support - such as catering, cleaning, and security personnel - at our principal campuses in India and Israel. Each audit is undertaken pursuant to applicable law and is intended to confirm the supplier's continuing compliance with relevant statutory obligations, including without limitation, the payment of minimum wages and the remittance of mandatory social-security contributions. In every instance, the remuneration we pay these suppliers exceeds the minimum-wage thresholds prescribed by the relevant jurisdictions.
- To help ensure a safe and ethical work environment, Amdocs has set up an Ethics Hotline for all Amdocs employees worldwide. This is available to Amdocs staff to raise concerns over the phone and online in local languages 24 hours a day, operated by an independent third-party provider.

5. Risks of Modern Slavery Practices in our Operations and Supply Chains

Modern Slavery is a complex challenge that requires ongoing, evolving and continually improving efforts. We continue to review our internal processes to ensure that our obligations under the modern slavery legislation are met. We will continue to identify ways to improve employee and supplier awareness of our commitment to respect human rights and our efforts to prevent modern slavery and human trafficking.

In order to help us sustain our efforts to prevent modern slavery and human trafficking from our supply chains, we:

- work with our suppliers to acknowledge and socialize the Supplier Code of Conduct; and
- provide information to support staff on our campuses on their rights, including those relating to sexual harassment.

6. Looking Ahead

In financial years 2025 and 2026, we plan to continue to review our processes and procedures and those of our supply chains on a regular basis to enable us to better spot the signs of exploitation. Such efforts will include:

- Continuing to evaluate our policies, processes and procedures as appropriate considering evolving best practices.
- Raising awareness and further educating our employees on how to identify signs of human trafficking/forced labour violations and their role in upholding our commitment to human rights.

Modern Slavery Statement FY2024

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending September 30, 2024.

It was approved by the Board of Amdocs Limited on August 6, 2025.

/s/ Matthew E. Smith
Secretary and Authorized Signatory
Amdocs Limited
August 2025

