



Modern Slavery Statement for the period ending 31 December 2022

Introduction from Robin Raina, Chairman and CEO Ebix Inc

Ebix, Inc. is a leading international supplier of On-Demand software and E-commerce services to the insurance, financial, e-governance and healthcare industries.

This statement sets out our ongoing commitment as a responsible business to ensure that modern slavery and human trafficking is eradicated. This is our slavery and human trafficking statement for the purposes of section 54(1) of the Modern Slavery Act 2015 (MSA). This statement explains the steps we are taking and the processes we have already implemented to combat slavery and human trafficking.

This statement covers the period ending 31 December 2022 and was approved by the management board.

Our Business

Through its various SaaS-based software platforms, Ebix employs hundreds of domain specific business and technology professionals to provide products, support and consultancy to thousands of customers on six continents.

With 50+ offices across Australia, Brazil, Canada, India, New Zealand, Singapore, the US and the UK, Ebix powers multiple exchanges across the world in the field of finance, life, annuity, health and property & casualty insurance while conducting in excess of \$100 billion in insurance premiums annually on its platforms.

Our Supply Chains

We consider the risk of slavery or human trafficking within our supply chain to be low. Our supply chain include providers of professional services, IT services and equipment, office facilities services, recruitment and training, advertising and marketing, and business operations and infrastructure support.



Our Employees

Our recruitment processes are transparent and reviewed regularly. We communicate directly with candidates to discuss job opportunities and to confirm the details of any offer made. We have robust procedures in place for the vetting of new employees and ensure that we are able to confirm their identities and that they are paid directly into an appropriate, personal bank account. We have policies and procedures in place to ensure compliance with all human rights laws and employment laws and all staff are remunerated fairly. We are satisfied that our employees are not exploited in any way.

Our policies on slavery and human trafficking

We have a zero tolerance approach to modern slavery and human trafficking, and as such we are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to acting ethically and with integrity in all our business relationships.

Actions taken or planned

Considering slavery and human trafficking risks are low to the business and our straightforward supply chains, our planned approach is one that is proportionate and risk based and will focus on:

- Key service provider on boarding – enhance checks and seek confirmation of their compliance with MSA.
- Due diligence – focusing on existing key service providers, assess and review their approach to combatting slavery and human trafficking.
- Training – develop staff training to include education on slavery and human Trafficking.

Robin Raina
Chairman and CEO
Ebix Inc
Date: September 2023