



UK Modern Slavery Act Statement

Fiscal Year 2023

About Synopsys

Synopsys, Inc. delivers trusted and comprehensive silicon to systems design solutions, from electronic design automation to silicon IP and system verification and validation. Three major technology trends—artificial intelligence, silicon proliferation, and software-defined systems—are shaping a new era of pervasive intelligence. For years, Synopsys has been a driving force of these trends, delivering the silicon to systems design solutions that have been essential to enabling them. We partner closely with semiconductor and systems customers across a wide range of industries to maximize their R&D capability and productivity.

Slavery and Human Trafficking

The United Kingdom Modern Slavery Act 2015 requires us to provide information concerning our efforts to address the issues of slavery and human trafficking in supply chains. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Slavery and Human Trafficking Statement of Synopsys (Northern Europe) Limited for the financial year ending October 31, 2023.

Our Commitment to an Ethical Supply Chain

Since our inception more than 35 years ago, our core values have served to unite and guide our actions. Integrity, Execution Excellence, Leadership, and Passion are the core values woven into the fabric of our organization. Our core values reflect our commitment to ethical business practices, including conducting operations that are free from human trafficking and forced labor. We believe that the risk of modern slavery and human trafficking to be relatively low given the nature of our industry and given that most of our direct employees are skilled professionals. However, we are aware of inherent risks further down the supply chain and Synopsys maintains a number of policies and practices to manage our supply chain in an ethical and socially responsible way.

- The [Code of Ethics and Business Conduct](#) (“Code”) is our roadmap for doing business the right way. We do business the right way when we act ethically and consistently with our core values, our Code, our policies, and all applicable laws. The Code specifically states that Synopsys is committed to upholding internationally recognized human rights and the rights of workers. We support common principles reflected in the United Nations Universal Declaration of Human Rights. We expect all employees, vendors, and suppliers to conduct business ethically, including conducting operations that are free from human trafficking, forced labor, and child labor. All employees are required to read, understand, and abide by the Code when hired and renew this commitment annually through Integrity Month training.
- As a member of the Responsible Business Alliance (RBA), Synopsys fully supports the vision and mission of the RBA. We are committed to the alignment of our operations with the provisions of the RBA Code of Conduct (which includes sections related to the use of freely chosen employment) and to the adoption of the RBA approach and tools, where possible. Moreover, we encourage our first-tier suppliers to do the same.

- Synopsys' standard master services agreement requires suppliers to conduct business in a manner consistent with our Code, including complying with laws pertaining to forced labor and human trafficking, and to respond to information requests. In addition, we expect direct suppliers in our hardware supply chain to abide by the [Synopsys Supplier Code of Conduct](#), which is based on the RBA Code of Conduct.
- The [Business Partner Code of Conduct](#) ("Partner Code") is the roadmap for Synopsys Business Partners to do business the right way. By conducting business with Synopsys, each Business Partner agrees to comply with the Partner Code and to maintain the highest ethical standards under any and all circumstances.
- The Synopsys Integrity Helpline is available to anyone and is a dedicated resource for reporting ethics and compliance concerns or suspected violations.
- Our Smart Future ESG program provides a focus and structure for how we address both our own operational impact on the world and our ability to influence others around us. We maintain a ESG Leadership Committee made up of executives across our business who are responsible for driving ESG performance for Synopsys and in their respective areas of responsibility, including supply chain, and reporting progress out to the Synopsys Board of Directors. By engaging with our vendors on ESG performance, we aim to leverage our influence in driving standards up through the supply chain.
- Synopsys' [2022 Environmental, Social and Governance Report](#) includes our strategy and management of supply chain and corporate governance and ethics.

We continue to evaluate these company processes and procedures to optimize efforts to preclude the use of forced labor and human trafficking in our supply chain.

During the reporting period and in addition to the actions set forth above, we underwent a Responsible Business Alliance (RBA) Validated Assessment Program (VAP) audit at the facility-level in compliance with the RBA Code of Conduct, we enhanced our screening processes to ensure compliance with the U.S. Uyghur Forced Labor Prevention Act, and continued to enhance our analysis of spend for ESG due diligence.

This statement was approved by the Directors of Synopsys (Northern Europe) Limited on April 30, 2024.