Introduction

This Modern Slavery Act Transparency Statement applies to Deltek, Inc. and its subsidiaries.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are the leading global provider of enterprise software and information solutions for project-based businesses. We work with over 22,000 organisations and millions of users in over 80 countries around the world.

Respect for human rights is an integral part of our commitment to corporate social responsibility. We foster an organisational culture that respects dignity and human rights and we believe that conducting business with high ethical standards is fundamental to this culture.

One of our core corporate values is acting with integrity, and we are committed to preventing modern slavery — we want to prevent workers from being subjected to modern slavery in our supply chains or elsewhere.

Since December 2016, we have been part of Roper Technologies Inc., a group of diversified global technology companies that provide engineered products and solutions for global niche markets, including software information networks, medical, water, energy, and transportation. Our parent company supports and shares our commitment to uphold these values.

This statement sets out the recent actions that we have taken over the previous financial year (to 31 December 2017) to address potential modern slavery risks in relation to our operations and to put in place additional steps aimed at ensuring that there is no slavery or human trafficking in our business and supply chains.

Approach and Policies

Although the IT sector in which we operate is not considered a high risk sector for purposes of modern slavery, we nonetheless take the issue very seriously. People are at the heart of our business and our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in our business relationships. It also sets out the steps that we take to combat modern slavery, alerts staff to the issue of modern slavery and encourages them to raise concerns about any suspicions of modern slavery in any part of our business or supply chains.

In August 2017, we implemented a Supplier Code of Conduct that requires suppliers working with us to comply with, among other things, applicable labour and human rights laws, and to take appropriate steps to ensure that there is no slavery or human trafficking in their own supply chains. To date, the obligations under the code of conduct are being introduced to third-party staffing agencies who provide us with additional personnel to support our business. We are in the process of flowing down the obligations to additional suppliers globally (as referred to below).
Due Diligence, Supplier Mapping and Risk Assessment

As part of our internal due diligence to identify and mitigate the risk of modern slavery occurring in our supply chains, we are determining the best way to evaluate our supply chains back to their sources.

We implemented additional software tools in 2017 to help us evaluate our suppliers and to better identify any possible or perceived risks. We are currently customizing these software tools to allow us to introduce our code of conduct to all suppliers and to have them provide assurances with respect to their compliance.

We expect this to give us greater visibility into our supply chains, identify any areas of potential concern or risk and to plan and prioritise our efforts accordingly. To date, we have not identified any specific risks or instances of modern slavery.

Contracts and Procurement

We have not identified any existing supplier relationships that we believe would compromise our commitment to combatting modern slavery and human trafficking. Nonetheless, we have more than one thousand suppliers and we intend to continue reviewing our current and prospective supplier relationships to ensure we have adequate protections to ensure our business partners also trade ethically. We have updated our template professional services agreements to incorporate provisions requiring our suppliers to stand by our same ethical commitment to combating slavery and human trafficking.

Training and Awareness

It is important to ensure that our employees understand and are aware of the risks of modern slavery and human trafficking, and can assist us in preventing those risks – both in our business and in our supply chains. We have educated our legal team and senior management on the applicability of our Supplier Code of Conduct and our Anti-Slavery and Human Trafficking Policy to all aspects of our business. These policies are also available to all employees. We will continue to provide additional training and resources to members of our HR, Facilities and Procurement teams, as necessary.

Responsibility and Effectiveness

While still a work in progress, we remain committed to upholding human rights and safety in our supply chains, and we will be reviewing our progress and effectiveness in combatting slavery and human trafficking on an annual basis.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Modern Slavery Act transparency statement for the financial year ending 31 December 2017 for Deltek, Inc., Deltek GB Limited and their subsidiary companies.
Date: June 22, 2018

By: John Stipancich
    Director, Deltek, Inc. and Deltek GB Limited