2019 Deltek Modern Slavery Act Transparency Statement
Introduction

This Modern Slavery Act Transparency Statement applies to Deltek, Inc., Deltek GB Limited and their subsidiaries (collectively, “Deltek”).

Deltek is the leading global provider of enterprise software and information solutions for project-based businesses. We work with over 22,000 organisations 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.

Modern slavery takes various forms, including forced and compulsory labour and human trafficking, all of which exploit individuals for the personal or commercial gain of others.

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.

This statement sets out the actions that we have taken over the previous financial year (1 January to 31 December 2018) 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

People are at the heart of our business and our Anti-Slavery and Human Trafficking Policy and Supplier Code of Conduct reflect our commitment to acting ethically and with integrity in our business relationships. Our Anti-Slavery and Human Trafficking Policy 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.

Using a new software screening tool, in the first quarter of 2018, we sent supplier questionnaires to our then-current suppliers to evaluate their compliance with applicable labour and human rights laws and informing them of our expectations regarding combatting modern slavery and human trafficking. The questionnaires required suppliers to disclose whether they had existing corporate policies regarding modern slavery and human trafficking, and if not, to certify that they would comply with our Supplier Code of Conduct. In the fourth quarter of 2018, we sent additional supplier questionnaires to new companies that had become suppliers after 1 January 2018. We are working to implement additional processes that will allow us to evaluate suppliers throughout the vendor lifecycle.
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. We are evaluating options for expanded training to all of our employees in an effort to increase our awareness of the risks of modern slavery and human trafficking.

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 continuing to examine alternative ways to evaluate our supply chains back to their sources.

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. We have not identified any specific risks or instances of modern slavery.

Contracts and Procurement

To date, we have not identified any existing supplier relationships that we believe would compromise our commitment to combatting modern slavery and human trafficking. Nonetheless, we intend to continue reviewing our current and prospective supplier relationships to confirm we have adequate protections to ensure our business partners also operate ethically. Our contracts incorporate appropriate provisions requiring our suppliers to stand by our same ethical commitment to combating slavery and human trafficking.

Responsibility and Effectiveness

We are committed to upholding human rights and safety in our supply chains, and we will be reviewing our progress and improving our 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 2018 for Deltek.

Date: June 10, 2019

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