

## AUSTRALIA MODERN SLAVERY ACT STATEMENT

This is a statement setting out the steps PAR Technology Corporation (“PAR”), and its subsidiaries and operating companies, has taken during the financial year ending 31 December 2020 (the “Reporting Period”) to ensure slavery and human trafficking is not taking place in any part of its own business or supply chain.

PAR is a publicly traded, global technology company that provides point of sale and management technology solutions to restaurants and retail establishments; and intelligence, surveillance, and reconnaissance solutions and mission systems support to the U.S. and foreign governments. A more detailed description of PAR’s structure and business is contained in its Annual Report and other filings required by the United States Securities and Exchange Commission, which are available at: <https://www.partech.com/about-us/investors/>.

PAR is committed to ensuring slavery and human trafficking are not taking place in our business or supply chains, and to this end, took, or continued to take, the following actions during the Reporting Period:

### **PAR Code of Conduct and Compliance Handbook**

PAR’s Code of Conduct (“the Code”) and our related Compliance Handbook (“the Handbook”), define the most central principles and rules to which we adhere, including our core values of honesty, integrity, ethics, and compliance. The Handbook contains the following statement:

PAR does not tolerate trafficking in persons. PAR does not and will not permit its employees, subcontractors, vendors, suppliers, or other entities doing business with PAR to engage in any form of human trafficking. Any violation of human trafficking laws, rules, or regulations will result in immediate referral to law enforcement authorities.

Any suspected violations of laws, rules, or regulations related to human trafficking should be reported immediately to Compliance or the Global Human Trafficking Hotline at (844) 888-FREE or [help@befree.org](mailto:help@befree.org). Retaliation against anyone who reports a suspected violation or files a complaint will be subject to discipline, up to and including termination and referral to law enforcement authorities.

The Code and the Handbook apply to every officer, director, and employee of PAR. PAR requires its employees to annually certify that they have read and understood the Code and the Handbook. Violation of either the Code or the Handbook will result in appropriate disciplinary action.

## **PAR Company Hotline**

Employees and third parties (including suppliers) who observe a violation of the Code or the Handbook may ask a question or raise concerns anonymously via PAR's Company Hotline. Additional information about the PAR Company Hotline is available at:

[IntegrityCounts](#)

## **Internal Training**

PAR made on-line training available to company management and employees on recognizing and mitigating the risk of human trafficking and slavery in supply chains.

## **Supplier Expectations**

PAR's suppliers are critical to our success and, in order to provide superior products and services in a responsible manner, we insist that our suppliers meet our expectations for ethics and compliance. Our standard terms and conditions of purchase require suppliers to comply with all applicable laws and regulations.

Periodically, in the normal course of business, PAR may conduct a site visit with a supplier. However, PAR does not, in the ordinary course of business, conduct site visits or otherwise evaluate suppliers specifically for the purpose of verifying the eradication of slavery and human trafficking in their supply chains. Anyone who observes such conduct may ask a question or raise concerns through PAR's normal reporting channels, or anonymously via PAR's Company Hotline.

Where required as part of its U.S. Government business, PAR requires suppliers to submit certifications that they comply with all U.S. Government rules prohibiting human trafficking and slavery.

## **Continuous Improvement**

In addition to the steps taken above during the Reporting Period, PAR has taken the following additional steps to ensure that slavery and human trafficking is not taking place in any part of our own business or supply chain:

**Supplier Code of Conduct.** PAR has adopted a Supplier Code of Conduct, which conveys PAR's expectation that our suppliers comply with laws and regulations prohibiting human trafficking, not engage in the use of child labor, forced labor, bonded labor, indentured labor, involuntary prison labor, slavery or human trafficking. The Supplier Code of Conduct also provides that suppliers will allow PAR and/or its representatives to assess their compliance, as well as that of their suppliers, vendors and business partners. The Supplier Code of Conduct is available at [www.partech.com/supplier-disclosures](http://www.partech.com/supplier-disclosures).

Contract Terms. PAR has updated its standard contract terms to not only comply applicable laws and regulations, but now also require suppliers to adopt and comply with a code of conduct or policy statement regarding business conduct, ethics and compliance that satisfies, at a minimum, the principles set forth in the Supplier Code of Conduct.

Denied Party Screening. PAR screens all of its suppliers and vendors to ensure that they are not on any government or NGO denied party lists.