

## **BroadSoft, Inc. Statement on U.K. Modern Slavery Act**

We make this Statement pursuant to Section 54 of the United Kingdom (UK) Modern Slavery Act 2015 (the “Act”) to identify actions we, BroadSoft, Inc. and its affiliates, have taken to prevent slavery and human trafficking from occurring in our supply chains or our business. Although not all BroadSoft affiliates are subject to the Act, we have undertaken a company-wide approach to our human rights commitment, and make this Statement on behalf of all BroadSoft companies (sometimes collectively referred to as “BroadSoft”).

### **Our Human Rights Commitment.**

Slavery and human trafficking can occur in many forms, such as forced labor, child labor, domestic servitude, sex trafficking, and related forms of workplace abuse. In this Statement, we use the terms “slavery and human trafficking” to include all forms of slavery, servitude and forced or compulsory labor and human trafficking. BroadSoft is committed to maintaining and improving systems and processes to help ensure that there are no human rights violations related to our own operations or our supply chains.

BroadSoft Code of Conduct. Our commitment to human rights is set out in the BroadSoft Amended and Restated Code of Business Conduct and Ethics, which is applicable to all BroadSoft employees, officers and directors (the “Code of Conduct”). The Code of Conduct is available at <http://www.broadsoft.com>. The Code of Conduct prohibits any form of forced, involuntary or child labor in our operations, requires all BroadSoft companies to adopt sound labor and employment practices. Each BroadSoft company must take appropriate steps to assure compliance with the Code of Conduct, including establishing appropriate disciplinary procedures, which may include termination of employment, for violations of the Code of Conduct. In addition, BroadSoft vendors are expected to adhere to our Vendor Code of Conduct, which can be found at <http://investors.broadsoft.com/corporate-governance.cfm?sect=docs>, and uphold our policies regarding compliance with applicable laws and respect for human rights.

#### **1. Nature of Business.**

BroadSoft, Inc. was formed in 1998. The company is the leading global provider of software and services that enable telecommunications service providers to deliver hosted, cloud-based Unified Communications, or UC, to their enterprise customers.

#### **2. Risks of Slavery and Human Trafficking in our Business and Supply Chains.**

We employ rigorous hiring procedures and have implemented robust employment policies and other controls to mitigate the risk of slavery and human trafficking in our own business operations.

#### **3. Vendor Compliance Procedures and Adherence to Our Vendor Code of Conduct.**

BroadSoft’s form vendor agreements require vendors to comply with all applicable laws, including labor and employment laws and our Vendor Code of Conduct.

#### **4. Ongoing Monitoring.**

In the event BroadSoft becomes aware of any deficiencies of any vendor with respect to such vendor's adherence to applicable laws including those related to slavery and human trafficking, the vendor will be required to develop an improvement plan to remediate the deficiencies. If the vendor does not show satisfactory improvement or depending on the nature of the violation, BroadSoft will reconsider its relationship with the vendor and may discontinue or terminate business with the vendor.

Grievance Mechanism. Via the Code of Conduct and the Vendor Code of Conduct, both BroadSoft's employees and external stakeholders are encouraged to raise any concerns regarding improper behavior and have multiple channels to do so, including a compliance hotline. BroadSoft protects good faith reporters from retaliation. If complaints are received, BroadSoft investigates allegations expeditiously and objectively. If a violation by a vendor is confirmed, BroadSoft requires the vendor to take corrective action. If a vendor refuses to take corrective action or depending on the nature of the violation, BroadSoft's internal procedures provide that BroadSoft will reconsider the business relationship which may include termination of the relationship.

#### **5. Training**

All BroadSoft employees are required to receive initial and periodic refresher training on the Code of Conduct to help ensure an understanding of internal policies.

Pursuant to the delegation of authority approved by the Board of Directors of BroadSoft, Inc., this Statement has been approved by Mary Ellen Seravalli, Vice President and General Counsel