

SS&C Social Responsibility Statement



At SS&C Technologies, we believe in treating all people fairly and with dignity and respect they deserve. Accordingly, we observe fair labor practices in all of our operations. Our company respects and complies with the wage and hour laws in the locations where we do business, ensuring that all of us are fairly compensated for the work we do and that we do not end up working more hours than we legally should. We expect our suppliers and other business partners to uphold this same commitment to freedom of association and fair labor practices for their associates as well. In addition, we will never knowingly do business with third parties who violate human rights laws, such as by supporting the use of child or forced labor or human trafficking.

Current programs that represent SS&C's commitment to its associates and their welfare include but are not limited to:

- **Promoting Safety** – All of us deserve to work in a safe and secure environment. To ensure our own health and safety, as well as that of our fellow associates, visitors and local communities, we must follow all health and safety laws and policies in place in the locations where we work.
- **Workplace violence** – A safe workplace is one that is free from violence. Threats, bullying, intimidation, and other acts of violence are strictly prohibited at SS&C. Similarly, weapons are not allowed on SS&C premises. We must follow all health and safety laws and policies in place in the locations where we work.
- **Drugs and Alcohol** – In order to promote a safe environment for all and to ensure we produce top quality products and services, we may not report to work, act on behalf of our Company, or represent SS&C while impaired by, or under the influence of, alcohol or drugs, which includes certain misused prescription and over the counter medicines.