

Modern Slavery

Statement FY2025

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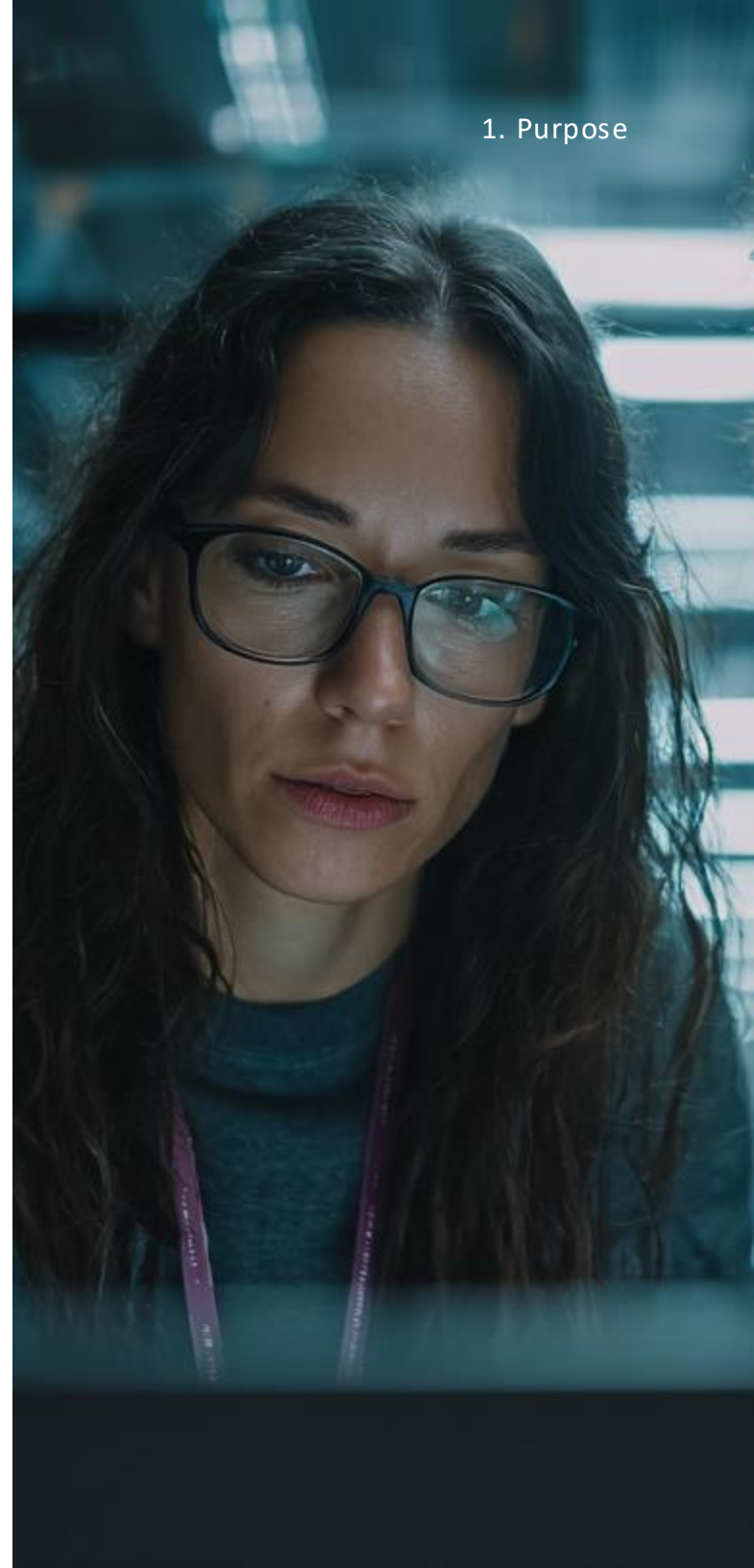
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1. Purpose of the Statement

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015. It sets out the steps Amdocs Limited and its relevant subsidiaries (as set out in Annexure A) have taken to ensure that modern slavery and human trafficking are not taking place within their business and supply chains. This statement covers the period from October 1, 2024 through September 30, 2025, in line with our financial year. The purpose of this statement is to demonstrate our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to help prevent and address the risk of modern slavery in our operations. We recognize our responsibility to respect human rights and are dedicated to promoting transparency and accountability throughout our organization and among our suppliers.

1. Purpose



2. Our Business

Amdocs is a global leader in providing software and services to approximately 400 communications, entertainment, media, and other service providers across both developed and emerging markets. With a workforce of around 27,000 employees spanning 90 jurisdictions worldwide with offices, including but not limited to, Africa, Asia Pacific, Caribbean, Europe, India, Israel, Latin America, Middle East and North America. Amdocs is deeply committed to upholding the highest standards of ethical business conduct and corporate social responsibility.

We recognize that inclusivity is fundamental to our success. We advance our people-centric approach by enhancing programs that promote wellbeing, career growth and inclusion. Our continuous efforts aim to integrate these priorities more deeply and expand our positive impact within Amdocs and beyond.

Wellbeing in our workforce fosters collaboration, drives innovation, and leads to business success. Our commitment to these values is reflected in our policies, practices and daily operations.

Amdocs' governance structure is overseen by our CEO and Executive Management team, who are responsible for setting and maintaining rigorous standards of corporate governance and ethical conduct. This includes providing senior-level oversight and management of ethical risks, including prevention of modern slavery and human trafficking within our operations and supply chains. We are dedicated to identifying, assessing and mitigating risks related to ethical issues, and we expect the same high standards from our business partners and suppliers.

Through ongoing training, robust policies and transparent reporting, Amdocs strives to ensure that our business practices promote respect for human rights and ethical standards.

3. Our Supply Chain

To ensure effective oversight and risk management, we have classified our suppliers into three primary categories:

- 1. Business Services Suppliers:** Our business services suppliers provide professional services and resources that support our business operations with our customers. This category includes staffing agencies, subcontractors and other professional service providers. We maintain close engagement with these suppliers to ensure their practices align with our ethical standards.
- 2. Corporate Services Suppliers:** Our corporate services suppliers encompass vendors who deliver services to our corporate infrastructure and facilities. Examples include catering, food and beverage services, transportation, construction, marketing agencies, human resources, payroll and travel providers. We work collaboratively with these suppliers to promote fair labour practices and ensure that they are complying with applicable labour laws.
- 3. Technology Suppliers:** Our technology suppliers provide us with all of our hardware and software product requirements, both for the company's internal use and for supporting the company's business operations.

Our procurement activities are managed by a dedicated global team, with specialized expertise in each supplier category. Our procurement hubs are responsible for sourcing, vetting and distributing goods and services in accordance with our ethical standards.

We expect all suppliers to adhere to our Supplier Code of Conduct (the "Code"), which prohibits any form of forced labour or exploitation.

4. Policies and Processes

Amdocs has developed a suite of policies that support and respond to our compliance and governance requirements.

Our Code of Ethics & Business Conduct and Code, which are available on our corporate website www.amdocs.com set forth the expectations that we have from our employees and suppliers in the conduct of business activities globally.

The Code aims to ensure that all of our suppliers adhere to, and implement, the same standards across their respective businesses and within their own supply chains to ensure compliance with all applicable laws, rules and regulations relating to ethical and responsible standards of behavior. This compliance includes prevention of underage labour, prevention of involuntary labour, adherence to working time limits, freedom of association and complying with applicable wage and hour laws and regulations.

The Code requires suppliers to develop and maintain a process to identify risks relating to labour and human rights, health and safety, environmental, business ethics and legal compliance associated with their activities and to implement appropriate procedures to control such identified risks. Compliance with the Code is subject to audit at the discretion of Amdocs.

Amdocs' General Terms and Conditions of Purchase with suppliers require each supplier to provide a commitment to fully comply with the Code.

As part of our responsible supply chains efforts, we undertake the following:

- Our suppliers are contractually required to adhere to the Code, Global Anti-Bribery and Corruption Policy and Gifts & Hospitality Policy.
- We insist, in our supplier agreements, that our suppliers comply with local laws. We build long-standing relationships with local suppliers and make clear our expectations of business behavior.
- We conduct systematic, periodic audits of select corporate services suppliers that furnish substantial on-premises human-resource support - such as catering, cleaning, and security personnel - at our principal campuses in India and Israel. Each audit is undertaken pursuant to applicable law and is intended to confirm the supplier's continuing compliance with relevant statutory obligations, including, without limitation, the payment of minimum wages and the remittance of mandatory social-security contributions. In every instance, the remuneration we pay these suppliers exceeds the minimum wage thresholds prescribed by the relevant jurisdictions.
- We have initiated a structured review of our internal employment practices and in our supply chains to identify priority areas for compliance and to drive continuous improvement in preventing human rights violations.
- Amdocs also has a Human Rights and Labour Practices Statement which sets out our commitment to a diverse workforce and how our employment practices support this. We strive to ensure that every employee enjoys a safe and healthy work environment and that our operations are conducted in an environmentally responsible and sustainable manner. We have adopted and implemented a global Environment, Health and Safety (EHS) management system according to the international standards ISO 14001:2015 and ISO 45001:2018. We are committed to achieving a safe and secure environment for our employees, visitors, and on-site contractors.
- Amdocs has specific regional policies on its employment principles such as equality and diversity, health & safety and grievance procedures, aimed at supporting Amdocs' commitment to diversity, prevention of harassment and ensuring a safe working environment within its business.
- We provide mandatory annual training to all Amdocs employees and contractors. This training covers ethical conduct, humane treatment, environmental responsibility, and health and safety.
- To help ensure a safe and ethical work environment, Amdocs has also set up an Ethics Hotline for all Amdocs employees worldwide. This is available to Amdocs staff to raise concerns over the phone and online in local languages 24 hours a day, operated by an independent third-party provider.

5. Risks of Modern Slavery Practices in our Operations and Supply Chains

Modern slavery is a complex challenge that requires ongoing, evolving and continually improving efforts. We continue to review our internal processes to ensure that our obligations under the modern slavery legislation are met. We will continue to identify ways to improve employee and supplier awareness of our commitment to respect human rights and our efforts to prevent modern slavery and human trafficking.

In order to help us sustain our efforts to prevent modern slavery and human trafficking from our supply chains, we:

- work with our suppliers to acknowledge and socialize the Code; and
- provide information to support staff on our campuses on their rights, including those relating to sexual harassment.

6. Looking Ahead

In financial year 2026, we will continue to strengthen our employment practices and supply chain oversight, with a focus on validating the effectiveness of our controls to prevent modern slavery and human trafficking.

Such efforts will include:

- Evaluating our policies, processes and procedures in light of evolving best practices.
- Enhancing due diligence and monitoring of our supply chain partners.



Modern Slavery Statement FY2025

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending September 30, 2025.

It was approved by the Board of Amdocs Limited on May 13, 2026.

/s/ Matthew E. Smith
Secretary and Authorized Signatory
Amdocs Limited
May 2026

Annexure A – Relevant Amdocs Subsidiaries

- Amdocs Software Systems Limited, Ireland
- Amdocs Tethys Limited, Ireland
- Amdocs Development Limited, Cyprus
- Amdocs (UK) Limited, United Kingdom
- Amdocs Management Limited, United Kingdom