



UK Modern Slavery Act Statement

Fiscal Year 2024

About Synopsys

Synopsys, Inc. accelerates technology innovation from silicon to systems. Catalyzing the era of pervasive intelligence, Synopsys delivers trusted and comprehensive silicon to systems design solutions, from electronic design automation (EDA) to silicon IP and system verification and validation. We partner closely with semiconductor and systems customers across a wide range of industries to maximize their R&D capability and productivity, powering innovation today that ignites the ingenuity of tomorrow.

Slavery and Human Trafficking

The United Kingdom Modern Slavery Act 2015 requires us to provide information concerning our efforts to address the issues of slavery and human trafficking in supply chains. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and the guidance issued by the UK Government on March 24, 2025. This document serves as the Slavery and Human Trafficking Statement of Synopsys (Northern Europe) Limited for the fiscal year ending October 31, 2024.

Our Commitment to an Ethical Supply Chain

At Synopsys, our core values of Agility, Courage, Excellence, and Trust guide everything we do and are reinforced by our commitment to act responsibly. Our core values reflect our commitment to ethical business practices, including conducting operations that are free from human trafficking and forced labor. We believe that the risk of modern slavery and human trafficking to be relatively low given the nature of our industry and given that most of our direct employees are skilled professionals. However, we are aware of inherent risks further down the supply chain and Synopsys maintains a number of policies and practices to manage our supply chain in an ethical and socially responsible way.

- The [Code of Ethics and Business Conduct](#) ("Code") is our roadmap for doing business ethically and in compliance with our policies and all applicable laws. The Code addresses our responsibilities to Synopsys, to each other, and to customers, the general public, and governments. The Code specifically states that Synopsys is committed to upholding internationally recognized human rights and the rights of workers. We support common principles reflected in the United Nations Universal Declaration of Human Rights. We expect all employees, vendors, and suppliers to conduct business ethically, including conducting operations that are free from human trafficking, forced labor, and child labor. All Synopsys personnel are required to read, understand, and comply with our Code, our policies, and applicable laws and promptly complete required integrity training.
- As a member of the Responsible Business Alliance (RBA), Synopsys fully supports the vision and mission of the RBA. We are committed to the alignment of our operations with the provisions of the RBA Code of Conduct ("RBA Code"), which includes sections related to the use of freely chosen employment, and to the adoption of the RBA approach and tools, where possible. Moreover, we encourage our first-tier suppliers to do the same.

- Synopsys' standard master services agreement requires suppliers to conduct business in a manner consistent with our Code, including complying with laws pertaining to forced labor and human trafficking, and to respond to information requests. In addition, we expect direct suppliers in our hardware supply chain to abide by the [Synopsys Supplier Code of Conduct](#) ("Supplier Code"), which is based on the RBA Code of Conduct.
- The [Business Partner Code of Conduct](#) ("Partner Code") is the roadmap for Synopsys Business Partners to do business the right way. By conducting business with Synopsys, each Business Partner agrees to comply with the Partner Code and to maintain the highest ethical standards under any and all circumstances.
- The Synopsys Integrity Helpline is available to anyone and is a dedicated resource for reporting ethics and compliance concerns or suspected violations.
- Our Responsible Business program provides a focus and structure for how we address both our own operational impact on the world and our ability to influence others around us. We maintain a Responsible Business Leadership Committee made up of executives across our business who are responsible for environmental, social and governance matters for Synopsys in their respective areas of responsibility, including supply chain, and reporting progress out to the Synopsys Board of Directors. By engaging with our supply chain, we aim to leverage our influence in driving standards up through the supply chain.
- Synopsys' [2023 Report](#) includes our strategy and management of supply chain and corporate governance and ethics.

We continue to evaluate these company processes and procedures to optimize efforts to preclude the use of forced labor and human trafficking in our supply chain.

During the reporting period and in addition to the actions set forth above, we took the following actions in line with the RBA and RBA Code: we updated our Supplier Code to incorporate the RBA Code 8.0 and added specific language in our manufacturing contracts. We also conducted a supply chain risk assessment using RBA datasets, including supplier location, sector, and spend.

This statement was approved by the Directors of Synopsys (Northern Europe) Limited on April 30, 2025.