



MODERN SLAVERY ACT BOARD STATEMENT

Arno ter Avest
30 August 2016

BMC Software is committed to combatting modern slavery and human trafficking. As a global company we understand that modern slavery and human trafficking is one of the fastest-growing activities of trans-national criminal organizations and has the potential to affect every country across the world. Through raising awareness both within our organization and with our suppliers, we ensure that significant steps are taken forward in preventing forced labour and trafficking.

ORGANISATION'S STRUCTURE

We are a global leader in software solutions which utilizes IT to transform traditional businesses into digital enterprises for the ultimate competitive advantage. We are part of the BMC Software, Inc. group of companies (the "Group") and while our parent company, BMC Software, Inc., is based in the United States, the Group has approximately 5,800 employees worldwide who operate in many different countries across the globe.

The Group had global annual turnover of 1.8 billion U.S. dollars for the year ended 31 March 2016.

OUR BUSINESS

Our business is organised into several business units. We develop, market and sell software which is designed to help our customers with IT service management, data center automation, performance management, virtualization lifecycle management and cloud computing management. This can be done on premise or in the cloud and our customers include most of the Fortune 500. We also offer consulting, implementation, integration and educational services in relation to our software.

OUR SUPPLY CHAIN

Our supply chain spans approximately 44 countries and consists of indirect procurement of products, services and supplies needed to effectively conduct business. Goods and/or services frequently acquired include hardware, software, telecommunications, office supplies, marketing products, travel and IT services. Unlike direct supply chain organizations, indirect procurement has minimal interaction with manufacturing suppliers, but primarily conducts business with resellers. All suppliers and service providers are expected to adhere to the same ethical standards as our employees, which have been outlined in the Third Party Code of Conduct.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that no modern slavery or human trafficking exists in our supply chains or in any part of our business. Both our Code of Conduct (for employees) and our Third Party Code of Conduct reflect our commitment to acting ethically and with the utmost integrity throughout all of our business relationships.

Our Code of Conduct and Third Party Code of Conduct can be found here:

[Code of Conduct](#)

[Third Party Code of Conduct](#)

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk, we have in place a system to protect whistleblowers.

BMC Software directors, officers, employees and third party resources who have reason to believe the Group, an employee or a third party doing business on behalf of any company of the Group has violated, may violate or is acting in a manner that appears to violate a law, regulation, the Code of Conduct or other corporate policies are expected to immediately report such activity. Allegations may be reported through many defined channels including an Ethics HelpLine that permits anonymous reporting provided by a leading third-party reporting service. All allegations of wrongdoing are taken seriously and investigated appropriately. As outlined in the Group's Whistleblower Policy BMC Software will not tolerate retaliation against any employee who, acting in good faith, reports suspected misconduct, asks questions or raises concerns.

Further details on the group's Whistleblower Policy can be found here:

[Whistleblower policy](#)

SUPPLIER ADHERENCE TO OUR VALUES

We play an active role in ensuring that our zero tolerance policy on modern slavery and human trafficking is clearly communicated to all our suppliers. We require every supplier, contingent worker and service provider across the globe to sign up to our Third Party Code of Conduct which prohibits them "from engaging in or supporting the use of slavery, child, compulsory, forced, or involuntary labor, including human trafficking". We also ensure that suppliers "flow down such prohibition to any third party they should be engaging with, directly or indirectly, to provide services" to BMC Software to ensure that our stance is as far reaching as possible.

TRAINING

On an annual basis, we require each and every one of our employees to undertake training to ensure that they understand the risks of modern slavery and human trafficking and to stress the importance of upholding our corporate and social responsibilities.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ended 31 March 2016.



Arno ter Avest

BMC Software Ltd.

Date: 30/08/2016

BMC Software is a global leader in innovative software solutions that enable businesses to transform into digital enterprises for the ultimate competitive advantage. Our Digital Enterprise Management solutions are designed to make digital business fast, seamless, and optimized from mainframe to mobile to cloud and beyond.

BMC – Bring IT to Life

BMC digital IT transforms 82% of the Fortune 500®.