

Modern Slavery Act Statement

Concerning the Financial Year Ending January 31, 2025

At Rippling, we build tools that make managing a global workforce simpler. Just as important, we believe every worker deserves dignity and safe, lawful employment. The Board of Directors and executive leadership of People Center, Inc., the parent company of the Rippling corporate group, will not tolerate modern slavery, forced labor, human trafficking, or unlawful child labor in any part of our business, supply chain, or partnerships. This statement sets out what we did during our 2025 fiscal year to honor that commitment, and how we keep improving.

Our policies

We spell out our expectations in three key documents. First, our Third Party Code of Conduct, which incorporates leading industry standards, bans modern slavery outright and requires every partner and supplier to enforce the same minimum standards with their suppliers. Second, our Global Code of Conduct applies to all Rippling employees and reinforces respect for human rights and all labor laws. Third, our Board-approved Anti-Slavery & Human Trafficking Policy ties the above commitments together and is reviewed at least once a year.

How we vet our partners and suppliers

Before we start or renew any engagement, we review the supplier's industry, location, and the type of work they do for us. If that review suggests a higher risk, we dig deeper with enhanced legal and compliance assessments and, where needed, add extra contract protections or onsite audits. Every supplier and partner receives and acknowledges our Third-Party Code of Conduct at the start of our relationship.

Training our team

All Rippling employees must complete mandatory training on our Global Code of Conduct, which includes guidance on how to recognize and respond to modern slavery and child labor. This training also includes methods for identifying and reporting red flags. We track completion and refresh the course regularly.

Monitoring and independent checks

We track country-level risk data in every location we operate. For higher-risk suppliers, we routinely review compliance with local law, our Third Party Code of Conduct, and recognized best practices. If our reviews find a problem, we agree on a remediation plan, follow its progress, and confirm the fix. If no fix is implemented or risks remain, we terminate the relationship and report misconduct to relevant authorities.

Speaking up

Rippling employees, our partners and suppliers, and others can raise concerns through several channels, including an anonymous helpline where local law allows. We categorically prohibit retaliation against anyone who speaks up in good faith.

Measuring our progress

Each fiscal year, our Legal & Compliance team, under Board oversight, reviews training records, supplier assessments, follow-up actions, and any reports we have received. While we have identified no instances of modern slavery or unlawful child labor to date, we remain vigilant and continue to refine our program as laws and best practices evolve.

This statement was published in August 2025 in accordance with the UK's Modern Slavery Act 2015 and Australia's Modern Slavery Act 2018 (Cth), and was approved by the Board of Directors of People Center, Inc.

Signed as an authorized signatory on behalf of People Center, Inc. d/b/a Rippling and its Board of Directors

Parker Conrad

CEO and Director, People Center, Inc.

Date: August 11, 2025