



**jack henry**  
& ASSOCIATES INC.®

CORPORATE POLICY

# Human Rights Commitment and Policy Statement



## OUR MISSION STATEMENT

To protect and increase the value of our stockholders' investment by providing quality solutions and industry-leading service to our customers. In accomplishing this we feel that it is important to:

- » Maintain a work environment that is personally, professionally, and financially rewarding for our employees.
- » Concentrate our activities on what we know best – technology solutions and services for financial institutions.
- » Provide outstanding commitment and service to our customers so that the perceived value of our solutions and services is consistent with the real value.

# Human Rights Commitment and Policy Statement

Human rights are fundamental rights and freedoms that all people are entitled to without regard to race, religious creed, color, national origin, ancestry, physical disability, mental disability, genetic information, pregnancy, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, and military and veteran status, or any other protected status protected by local, state or federal law. These standards of fair treatment and non-discrimination are set forth in the [Universal Declaration of Human Rights \(UDHR\)](#), [UN Guiding Principles on Business and Human Rights](#), the [International Labour Organizations \(ILO\) Declaration on Fundamental Principles and Rights at Work](#), and the [Organization for Economic Co-operation and Development \(OECD\) Guidelines for Multinational Enterprises](#).

While it is generally recognized that governments have the duty to protect and uphold human rights, Jack Henry & Associates (“JHA”) is committed to respecting and promoting human rights. Through proactive due diligence, we seek to prevent or mitigate adverse human rights impacts from our own operations. Where we are directly linked to human rights impacts through our business relationships, we will seek ways to positively influence the human rights actions of our business partners, including our suppliers. This commitment applies to all geographic locations where JHA operates or conducts business.

## Core Focus Areas

The following constitute our primary focus areas and implementation mechanisms:

- 1. Employees:** We recognize that JHA employees are our greatest asset and our business is most successful when employees are treated with dignity and respect. We enact our human rights commitment through our [Code of Conduct](#), our Human Resources policies, and our [Occupational Health and Safety Policy](#). Additionally, JHA employees are responsible for upholding the company’s commitment to human rights across our business operations. We foster compliance with these policies through thorough training for all employees.
- 2. Supply Chain Workers:** We believe that working with supply chain partners that share in our human rights commitment is critical to the success of our business operations and brand integrity. We expect our suppliers and licensees to provide fair and safe working conditions for all workers and to treat their employees with dignity and respect. We implement our human rights commitment in our supply chain through our [Vendor Code of Conduct](#), which prohibit all forms of forced labor, including human trafficking and modern slavery.

## Implementation

JHA is committed to:

- Meeting or exceeding applicable laws and regulations where JHA does business and applying international standards where laws are less stringent.
- Complying with applicable laws while seeking ways to meet the underlying human rights principles when local laws are in conflict with international human rights standards.
- Monitoring and assessing risks to avoid actual and potential human rights violations in our operations and supply chain.
- Training and regular communication with employees, vendors, and licensees regarding our human rights commitments.

- Providing access to [independent and confidential grievance mechanisms](#) without fear of retaliation.
- Investigating allegations of human rights violations and remediating any violations that are identified.
- Engaging with stakeholders regarding human rights, including governments, non-governmental organizations, business and industry partners, investors, employees, and consumers.
- Supporting children in need through a variety of community investments.

## Governance

Oversight for this human rights policy resides with the Board of Directors. In addition, the Office of the General Counsel regularly reviews and updates the policy in close collaboration with the functional teams.

## Reporting and Addressing Concerns

JHA has various channels to report and address human rights concerns.

- Employees can report ethics concerns anonymously and without fear of retaliation through:
  1. Your manager is usually the best place to start.
  2. Human Resources.
  3. Extension 405159 or 888-231-9550.
  4. Anonymous Online Submission Form: [Ethics Email Submission](#).
- Internal and external stakeholders can also contact JHA through the Corporate Contact mailbox. (<https://ir.jackhenry.com/contact-us>)

Non-compliance with this policy or JHA's Code of Conduct may result in disciplinary action up to and including termination of employment. Additionally, non-compliance with the Vendor Code of Conduct may result in termination of business if a third-party is unwilling or unable to remediate.

## Policy Development

The development of our policy was informed by direct and indirect stakeholder input, including feedback and/or information from our supply chain, monitoring organizations, governmental and non-governmental organizations, and investors. This policy is intended to be a living document that will be evaluated and revised as circumstances change and as our business evolves.