



Global Environmental And Social Responsibility Policy

Last Updated: January 2022

Purpose and Scope

Agilysys has been a leader in hospitality software for more than 40 years, offering the most comprehensive software solutions in the industry. We are known for our leadership in hospitality, our broad product offerings and our customer-centric service. In order to build and retain the trust and confidence our customers and shareholders place in us, we must adhere to the highest standards of integrity and professionalism. Environmental, social and corporate governance (ESG) considerations are essential to creating value for our customers, shareholders, partners and employees and must be part of our sustainable, long-term strategy. We are committed to ESG management and best practices.

At Agilysys, we are committed to environmental and social responsibility in the conduct of our business, which includes doing business in a way that preserves the environment for future generations and which promotes and protects all internationally recognized human rights. The topics in this Global Environmental And Social Responsibility Policy represent a broad range of environmental, social and governance (ESG) issues that are important to Agilysys and our stakeholders.

This Policy applies to Agilysys, its affiliates and subsidiaries and each of their officers, directors, employees, independent contractors, and suppliers throughout the world. Responsibility for this Policy ultimately rests with our Board of Directors, who formally consider ESG issues on an annual, or more frequent, basis.

Environment Responsibility

Agilysys is committed to protecting the environment in its business activities. Such protection includes a focus on using low-carbon energy, preserving water and using sustainable resources, preventing pollution, and limiting waste.

Agilysys practices the following environmental principles:

- Protecting the environment during our business operations.
- Complying with all environmental laws and regulations everywhere we operate.
- Responding as soon as possible to environmental conditions that endanger health or safety, including reporting such conditions to regulators.
- Mitigating the impact of environmental degradation through the minimization of waste and pollution and the safe disposal of hazardous materials.
- Following laws, regulations, and international recommended practices for the safe disposal of electronic waste.
- Using energy responsibly, conserving energy, and selecting renewable over non-renewable energy to the greatest extent possible.
- Conserving water within our operations.

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- Purchasing and reusing recyclable materials.
- Educating our employees on sustainable environmental practices.
- Having a forward-looking mindset with respect to climate change; thinking and acting strategically at the Board of Director level regarding climate-related risks and opportunities.
- Conducting self-assessments concerning our environmental impact and reporting such performance to the Board of Directors.
- Issuing periodic reports to shareholders regarding our compliance.
- Maintaining and updating this Policy and having it apply to those we do business with, including our suppliers.

Social Responsibility

HUMAN RIGHTS

Agilysys conducts its business with a deep appreciation for individual and human rights. In addition to this Policy, Agilysys has adopted various other policies, practices and procedures which reflect this commitment.

Human rights are the essential rights belonging to each person and are primarily protected by governments. For example, the [United Nations Guiding Principles on Business and Human Rights](#) clarifies that governments lie at the forefront of protecting human rights from third parties, such as business enterprises; nevertheless, Agilysys believes that corporations have a joint responsibility to respect and observe human rights to the maximum extent possible.

Agilysys has long practiced ethical business operations and has codified its values-based approach through the development of its Global Code of Business Conduct and numerous company policies. Agilysys believes that establishing a written human rights policy will aid it in managing its relations with employees, stakeholders, and business partners; engage in ethical trade practices; and, ultimately, grow as a global leader in enterprise software for the hospitality industry. As a result, Agilysys supports the human rights recognized in the following:

- [The United Nations Universal Declaration of Human Rights](#)
- [The United Nations Guiding Principles of Business and Human Rights](#)
- [The International Covenant on Civil and Political Rights](#)
- [The International Covenant on Economic, Social, and Cultural Rights](#)
- The [Eight Core Labor Conventions](#) developed by the [International Labor Organization](#)
- [OECD Guidelines for Multinational Enterprises](#)

OUR PEOPLE

Agilysys supports the human rights of its officers, directors, employees, and independent contractors through:

- Following all applicable employment laws, regulations, and Agilysys policies;
- Maintaining a safe and secure work environment, free of harassment, discrimination, or retaliation;
- Embracing differing viewpoints and the freedom of expression;
- Creating a corporate culture that values workforce diversity at the employee, manager, senior management, and Board of Director levels;
- Establishing and maintaining gender diversity at the employee, manager, senior management; and Board of Director levels;
- Ensuring competitive pay exceeding a living wage, and providing equal pay for equal work, fair working conditions, and reasonable working hours;
- Rejecting the use of child labor, forced labor, or human trafficking;
- Granting reasonable accommodations for qualified disabilities, pregnancy/childbirth, and sincerely held religious beliefs; and

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- Respecting and safeguarding the privacy of personal information in our control, as well as ensuring that such personal information is collected, used, and shared in conformity with our legal obligations.

OUR SUPPLIERS

Agilysys protects human rights in our supply chain in the following ways:

- Treating our suppliers and their personnel with respect;
- Requiring our suppliers to follow all applicable laws when providing goods or services to Agilysys;
- Expecting our suppliers to prohibit the use of child labor, forced labor, and human trafficking;
- Encouraging suppliers to embrace Agilysys’s values in the areas of ethics, integrity, employment, and diversity, and to follow industry best-practices on the same.

OUR CUSTOMERS

Agilysys does business with customers that share our commitment to human rights. We encourage our customers to adopt the tenets of this Policy and to maintain the highest levels of integrity and ethics.

OUR COMMUNITIES

Agilysys seeks to positively impact the lives of the people in the communities where we live and work and endeavors to identify adverse human rights impacts from our business operations in order to avoid or mitigate them. Agilysys works with governments, regulatory bodies, and public stakeholders in ways which are consistent with our human rights commitments in this Policy. We respect local rights and support local community activities through volunteering and charity.

SAFE PRODUCTS

- Agilysys is committed to high standards of conduct in all of its offerings;
- Agilysys considers the technical, legal, financial, and reputational risks prior to and during the development and operations, as well as other issues like sustainability and long-term value;
- Agilysys does not do business in, or sell to customers, where it is prohibited by law to do so.

Reporting

Agilysys expects employees, directors, independent contractors, and suppliers to follow this Policy and report any violation or concern to the company. Reports can be made in the following ways:

- Discussing with your local Human Resources representative or with another member of the Human Resources department.
- Reporting it to the General Counsel or to any member of the Legal Department.
- Reporting it to our reporting website at agilysys.ethicspoint.com.
- Reporting it to our 24-hour, toll-free Ethics Hotline. In the United States, you should call 1-866-582-AGYS (2497). Internationally, you should call the following number corresponding with the country in which you are located:

Australia	(Optus) 1-800-551-155, then 866-582-2497 at the prompt (Telstra) 1-800-881-011, then 866-582-2497 at the prompt
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China	(Southern) 10-811, then 866-582-2497 at the prompt (Northern) 108-888, then 866-582-2497 at the prompt
Hong Kong	800-964214
India	000-800-100-1071 000-800-001-6112
Malaysia	800-80-8641
Philippines	800-1-114-0165
Singapore	800-1204201
United Kingdom	0800-032-8483

- To assist in investigating your report, you should share as much information as you feel comfortable providing. Such reports may, at your option, be made anonymously, except where restricted by local law.

Reported violations of this Policy will be promptly investigated and addressed.