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RingCentral

RingCentral's Global Statement Against Modern Slavery

Financial Year ending 31 December 2025

RingCentral is committed to promoting a workplace and supply chain where workers are treated with respect and dignity, and which are free from modern slavery and human trafficking. This statement is RingCentral's global statement on modern slavery and is compliant with Section 54(1) of the Modern Slavery Act 2015 of the United Kingdom, and the Modern Slavery Act 2018 of Australia ("Modern Slavery Acts"). This global statement constitutes the RingCentral Modern Slavery statement for the financial year ending December 31, 2025.

This statement has been approved by the directors of RingCentral UK Ltd and RingCentral Australia Pty Ltd ("RingCentral UK and AU") per the Modern Slavery Acts and is made on behalf of RingCentral UK and AU, as reporting parties.

Organisation's Structure

RingCentral is a global leader in AI–powered customer engagement, delivering an integrated platform for business phone, SMS, contact center, workforce engagement management, video collaboration, and messaging. We are a part of the RingCentral group of companies ("RingCentral"), and our ultimate parent company is RingCentral, Inc., a company listed on the New York Stock Exchange which has its head office in Belmont, California, United States.

RingCentral UK and AU are wholly owned subsidiaries of RingCentral, Inc. RingCentral has over 7,000 employees worldwide and operates in many countries around the world. The RingCentral group of companies share values and receive ethics and compliance direction from RingCentral, Inc. The RingCentral group of companies regularly consult with each other on ethical business practices, including addressing the risk of Modern Slavery and complying with the law wherever we do business.

For the purposes of this statement, any reference to "RingCentral" is a reference to each and every company within the RingCentral group of companies, including RingCentral UK Ltd and RingCentral Australia Pty. Ltd., as we uphold the values set out in this statement regardless of geographic location.

Our Business

RingCentral harnesses the power of the cloud to help today's modern, mobile businesses communicate faster, smarter, and more effectively than ever before. Built on a secure and reliable cloud communications and collaboration platform, RingCentral goes beyond cloud

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PBX, combining voice, team messaging, collaboration, video conferencing, online meetings, digital customer engagement, and contact centre capabilities. Available across multiple devices—from smartphones, tablets, and computers to desk phones—RingCentral's unified communications as a service (UCaaS) solution scales globally, making it easy to administrate across countries from a single platform. With a robust set of open APIs, RingCentral enables businesses to seamlessly embed communications into custom or everyday business applications, improving workflow productivity. Businesses worldwide rely on RingCentral to connect their workforces, build relationships with customers, share knowledge, and get work done—how they want, wherever they want.

As RingCentral operates in the software sector, Modern Slavery is not a high risk for RingCentral. This is because RingCentral does not have intricate supply chains, multiple contractor or subcontractor levels, or vendor relationships with large manufacturing businesses where Modern Slavery has been found to be an issue. Modern Slavery consists of various crimes that violate fundamental human rights, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. RingCentral adopts a zero tolerance stance for any form of Modern Slavery in our business and we are fully committed to preventing and detecting it. RingCentral is also committed to transparency in our business activities and throughout our supply chain.

RingCentral Values

RingCentral is about our values, our people, our passion, and our way of running a business. At RingCentral, our core values give us a framework for leadership and daily decision-making. The following core values and beliefs define what's important to us at RingCentral:

- Flight: We drive progress, innovation, and collaboration with the goal of connecting teams.
- Learning: We foster a culture of learning supporting that never-ending adventure.
- Innovative: Our innovation is one of our most powerful drivers for growth.
- Genuine: We know who we are and don't pretend to be anyone else.
- Humble: We are humble about our work and always seek improvement.
- Trusted: We strive to build trust with each of our customers through each interaction.

At RingCentral, we uphold these values, act with integrity, respect all individuals, and comply with all laws (including the Modern Slavery Act). In addition, we generally support the principles set forth by the International Labour Organization and the United Nations' Universal Declaration on Human Rights and specifically support those principles relating to labor and employment rights and prohibitions of modern slavery.

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RingCentral Policies Prohibiting Modern Slavery

RingCentral has a zero-tolerance approach to all types of modern slavery and human trafficking within our business and supply chains. We are committed to improving our practices to combat slavery and human trafficking. We are committed to acting ethically and with integrity in our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place in our own business or in any of our supply chains. We are also committed to ensuring there is transparency in our approach to modern slavery in our own business and throughout our supply chains, consistent with our disclosure obligations. We expect the same high standards from all our contractors, suppliers, and other business partners.

Our existing policies ensure that Modern Slavery does not exist in our workplace or in our supply chain. This includes:

- The RingCentral Code of Business Conduct and Ethics. This ensures that our employees, directors, officers, agents and contractors are held to the highest standards of conduct. It sets out what we stand for and is designed to deter wrongdoing and promote honest and ethical conduct. It defines our obligation when selecting suppliers to ensure that we do not establish a business relationship with any supplier whose business practices violate applicable laws. All employees are required to take annual mandatory Code of Conduct trainings and adhere to the standards set forth therein.
- The RingCentral Vendor Code of Conduct. This is applicable to all vendors/suppliers and their subsidiaries, affiliates and subcontractors conducting business with or on behalf of RingCentral. RingCentral suppliers are expected to provide safe working conditions, treat workers with dignity and respect, act fairly and ethically, and use environmentally responsible practices.
- The RingCentral Whistleblower Policy. This policy provides a mechanism for employees of RingCentral to easily raise good faith concerns regarding suspected violations of law, including regards to Modern Slavery. It encourages and enables employees to raise serious concerns with confidence that doing so will have no negative consequences. Retaliation against persons who make such reports or cooperate in investigations is not tolerated.

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RingCentral

RingCentral Measures to Prevent Modern Slavery

We take action to ensure that Modern Slavery is not taking place in our workplace or in our supply chain, including by:

- Providing Training and Awareness to all employees. As noted above, RingCentral maintains a global Code of Business Conduct and Ethics that requires the ethical and humane treatment of all people. All RingCentral employees are required to review the Code, are trained on the expectations of the Code of Conduct and acknowledge that they will adhere to the Code of Conduct while employed at RingCentral.
- Assessing Modern Slavery Risk in our supply chain. RingCentral has conducted a focused risk assessment on modern slavery to determine the effectiveness of the actions we are taking to address modern slavery risks in our business and supply chain. Based on this assessment, we continue to enhance our programs that prevent modern slavery in our business.
- Conducting Due Diligence on Direct Suppliers and our Partners. Suppliers and business partners are subject to various forms of due diligence, including the verification of information provided to RingCentral, acknowledgement of the ethical standards RingCentral expects from its suppliers and partners, and background screening. Selective, risk-based due-diligence exercises are also performed on our business partners and supply chain on an as-needed basis.
- Requiring Vendor and Supplier Adherence to RingCentral Values and Ethics. To ensure members of our supply chain and contractors comply with our values, including our zero tolerance approach to Modern Slavery, we enter into appropriate written agreements with all our suppliers and partners. Specifically, RingCentral incorporated an anti-slavery clause into its master services agreement with vendors. This clause requires suppliers and their employees to commit not to engage in slavery or human trafficking and to conduct due diligence of their own supply chain.
- Reporting Concerns Related to Modern Slavery. RingCentral offers multiple reporting channels to our employees, suppliers, and business partners, including a web portal and helpline that provide individuals with the opportunity to report concerns anonymously and can be accessed at https://secure.ethicspoint.com/domain/media/en/gui/44428/index.html. We promote awareness of these reporting channels through internal policies, communications, and training. We also prohibit retaliation against anyone who, in good faith, reports any matter relating to Modern Slavery or who assists in the investigation of a reported concern.

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RingCentral

Risk of Modern Slavery in RingCentral, Inc.'s, RingCentral UK Ltd, and RingCentral Australia's Supply Chain

As stated previously, the risk of Modern Slavery in the software industry and for RingCentral UK and AU's supply chain is low. RingCentral UK and AU are wholly owned subsidiaries of RingCental, Inc. RingCentral UK and AU are organised primarily as sales offices to employ employees to sell the products developed by RingCentral, Inc. The supply chain for RingCentral, Inc. primarily consists of software developers and the computers and other hardware required to develop and run our products. The supply chain for RingCentral UK and AU primarily consists of our physical space leases for each entity and related services to maintain that physical space.

To address the risk of Modern Slavery in RingCentral's supply chain, RingCentral requires all vendors to comply with our Vendor Code of Conduct and all contractors are required to adhere to RingCentral's Code of Business Conduct and Ethics. Both Codes prohibit Modern Slavery in our business and recognize labor and employment laws wherever RingCentral does business. These documents additionally apply to all of the RingCentral group of companies, including RingCentral UK and AU. For both RingCentral UK and AU, we engage a property manager to maintain our offices and that property manager also adheres to its own code of conduct and operates under the auspices of UK and Australian law respectively.

Assessment of Effectiveness of Actions to Prevent Modern Slavery

RingCentral undertakes continuous review of its business, its labor and employment practices around the globe and its vendor and supplier onboarding practices to combat Modern Slavery. These actions include, but are not limited to:

- Periodically performing a written assessment of our Modern Slavery risk and actions taken to mitigate that risk;
- Benchmarking with peer companies and other industry leaders on best practices for mitigating Modern Slavery risk;
- Committing to investigate any allegations of wrongdoing related to Modern Slavery and developing and executing any remedial measures to address any issues discovered in an investigation; and
- Providing a public hotline, through which reporting can be anonymous where permitted by law, for any member of the public including members of our supply chain to report allegations of wrongdoing.

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This statement has been reviewed and approved by all the Directors of RingCentral UK Ltd, and RingCentral Australia Pty Ltd through a unanimous written consent.

Signed by:
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Director

RingCentral Australia Pty Ltd

RingCentral UK Ltd

Date: 6/25/2026