



IAS Modern Slavery Statement

This statement is an overview of the efforts of Integral Ad Science, Inc., along with its subsidiaries and affiliates (hereinafter “IAS”), to combat human trafficking and modern slavery in all its forms, including servitude and forced, compulsory, non-retributed and involuntary labor. This applies to our organization as well as our third parties, partners, contractors, and vendors. IAS is issuing this statement pursuant to applicable laws concerning modern slavery, including, but not limited to, the UK Modern Slavery Act, and the Modern Slavery Act 2018 Australia.

About IAS

IAS is a global leader in digital media quality, is a United States corporation, headquartered in New York. As of December 31, 2021, we had 760 employees worldwide and served our customers globally from 15 offices in 11 countries.

What we do

IAS makes every impression count, ensuring that ads are viewable by real people, in safe and suitable environments, activating contextual targeting, and driving supply path optimization. Our mission is to be the global benchmark for trust and transparency in digital media quality for the world’s leading brands, publishers, and platforms. We do this through data-driven technologies with actionable real-time signals and insight. Founded in 2009 and headquartered in New York, IAS works with thousands of top advertisers and premium publishers worldwide. For more information, visit integralads.com.

IAS anti-slavery commitment

The independent organization, World Population Review, estimates that in 2022, approximately 43 million people globally are subject to some form of modern slavery. Approximately 150 billion US dollars are annually generated in the global private economy from forced labor alone, according to International Labour Organization. Forced labor includes child labor, deceptive recruiting, debt bondage, trafficking in persons, slavery, and servitude.



IAS and all personnel are dedicated to eliminating from its organization involvement or association with human trafficking and modern slavery. We strive to uphold the spirit and principles as expressed in laws prohibiting human trafficking and modern slavery.

As part of this steadfast commitment, IAS:

- Ensures our employees are treated with respect and dignity
 - Offering flexible hours
 - Safe and appropriate workplaces
 - The opportunity to access training and development programs
 - Diversity, equity and inclusion initiatives
 - Regular performance and remuneration reviews
- Use of involuntary labor is prohibited anywhere in the organization.
- Allows our employees to easily address their concerns to Senior Leadership Team and Human Resources without fear of repercussions as well as the option to communicate anonymously.
- Strongly prioritizes awareness of and compliance with all anti-slavery laws applicable to our operations, everywhere in the world.
- Communicates our strong anti-slavery commitment to our workforce, vendors, contractors, and partners.
- Deploys a third-party management program that ensures all third parties, contractors, and vendors are in complete compliance with appropriate local anti-slavery regulations.
- Maintains an employee Code of Conduct that requires compliance with applicable laws, rules, and regulations; the prompt internal reporting of violations of this Code; and accountability for adherence to this Code.

Ongoing changes

While we are proud of our accomplishments to combat slavery and human trafficking, IAS is aware that the regulatory landscape concerning these issues is constantly evolving. To ensure complete compliance, we continuously monitor all applicable laws in each country we operate. Upgrades to our anti-slavery posture are done quickly in response to any new regulations dealing with human trafficking and modern slavery. While the Senior Leadership Team is responsible for complying with human trafficking and modern slavery,



the Global Compliance Officer is charged with monitoring regulatory changes, performing gap analysis, and informing the organization of needed modifications.

Risk

IAS deals with data, information, and high-level analyses for clients. As a result, our risk is low compared to other businesses which deal with products, goods, and more direct low-skilled

services. We ensure that all our overseas operations comply with appropriate local regulations. Our major risks come from third parties, partners, contractors, and vendors.

Supply chains, third parties, partners, contractors, and vendors

IAS does not have a “supply chain” in the normal sense of the phrase, so that is not a source of risks. We do deal with third parties, partners, contractors, and vendors, who are held to the same strict standards as IAS. Our selection criteria in our supply chain follows a strict review process, instituted to recognize any potential abuses and violations. We take a risk-based approach to performing due diligence on our vendors, which includes additional in-depth reviews for any vendors located in or doing business in high-risk countries or offering high-risk products or services.

IAS has a third-party management program. IAS expects its partners, vendors, contractors, and third parties to have in place systems to:

- Identify and assess potential the risk of slavery and human trafficking.
- Mitigate the risk.
- Monitor potential risk areas.
- Protect whistle blowers.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, we provide training to our staff. Our training is periodically reviewed to ensure that it is consistent with the latest regulatory changes as well as employees are maintaining a sufficient degree of awareness of these risks. We also require our third parties, partners, contractors, and vendors to provide training to their staff and suppliers and providers.



Version	Approval Date	Effective Date	Description of Revisions:
1.0	03/22/2022	03/22/2022	Initial creation