

## The Descartes Systems Group Inc. Human Rights Statement

Version: v.01-2021  
Date: March 3, 2021

The Descartes Systems Group Inc. and its various affiliates (collectively, the “**Company**”) is committed to providing a global work environment that is free from harassment or discrimination based on the grounds enumerated in federal, national, state, provincial or other Human Rights legislation. More fundamentally, in addition to compliance with applicable laws and regulations, the Company is steadfast in conducting its business in a manner that is consistent with internationally recognized norms, tenets and principles such as the *United Nations Universal Declaration of Human Rights*.

These core values are specifically reflected in the manner by which the Company conducts itself in its dealings with its prospective and current employees, its customers and its other stakeholders as further outlined in the following practices, policies and initiatives:

- Providing a safe space for employees that is free of harassment, bullying and violence as expressed in the Company’s *Workplace Violence and Harassment Policy and Program*;
- Promoting ethical conduct and behaviour by our employees and suppliers through adherence to the Company’s *Code of Business Conduct and Ethics*;
- Protecting the privacy of our employees, customers and suppliers and others in accordance with the Company’s various privacy policies and programs including but not limited to the *General Privacy Policy*, *Commercial Relationship Privacy Policy* and *Recruitment Privacy Policy*;
- Forgoing the use of forced or child labour in compliance with applicable laws and international norms;
- Ensuring that employees and prospective employees are treated fairly and equally in the recruitment and hiring process;
- Fostering a diverse and inclusive work environment and providing opportunities for underrepresented employee groups and communities to participate and thrive;
- Recognizing the right of our employees to join associations of their own choosing or to refrain from joining, and the right to collective bargaining; and
- Maintaining safe, healthy and respectful working conditions in accordance with the Company’s *Environmental, Health, Safety and Sustainability Statement*.