

## **Modern Slavery Act Transparency Statement 2021**

Pursuant to section 54(1) of the Modern Slavery Act 2015 (“the Act”), ePlus inc. and its subsidiaries (collectively “ePlus”) provide this modern slavery and human trafficking statement for the financial year ending March 31, 2021.<sup>1</sup>

ePlus is a publicly traded [NASDAQ NGS: PLUS] leading solutions provider that delivers actionable outcomes for organizations by using information technology and consulting solutions to drive business agility and innovation. Headquartered in Virginia, with [offices](#) throughout the United States, and in the United Kingdom, India, and Singapore, we have been in the business of selling, leasing, financing, and managing information technology and other assets for more than 30 years. Our over 1,500 employees engineer transformative technology solutions for the most visionary companies in the world. ePlus expects its employees to use their judgment, be accountable for their actions, and conduct business with integrity, as set forth in our [Code of Conduct](#). Further information about ePlus and our business is available in our 2021 Annual Report and Form 10-K, and through our [website](#).

ePlus is committed to acting ethically and with integrity in all our business dealings and relationships. We recognize that modern slavery, including but not limited to, slavery, servitude, forced labor, and human trafficking, is a crime. ePlus has a zero-tolerance approach to modern slavery, and does not knowingly engage with businesses involved in modern slavery or human trafficking.

ePlus expects all of our suppliers to follow our [Business Partner Code of Conduct](#), which sets forth our minimum expectations regarding business integrity, labor practices, health and safety, and environmental management. We expect our suppliers to maintain and promote fundamental human rights, to prohibit all forms of forced or compulsory labor, and to comply with all applicable legal and regulatory requirements, including but not limited to the Act. While we do not require suppliers to provide written certifications or submit to audits to confirm their compliance with anti-slavery and human trafficking laws, ePlus may cease doing business with any supplier that cannot provide assurances it takes steps to ensure the integrity of its own supply chain. We provide a reporting mechanism for all of our employees, contractors, and business partners—as well as our business partners’ respective employees and contractors—to report suspected violations of the Business Partner Code of Conduct through ePlus’ internal reporting mechanism, [Voicelt](#), or directly to our [Chief Compliance Officer](#).

ePlus’ Anti-Slavery and Human Trafficking Policy is part of our ongoing initiative to identify and mitigate risk pursuant to the Act, and we continue our efforts to manage our supply chain risk by transacting with leading, reputable suppliers, many of whom may have their own responsibilities under the Act and share our high standards for ethics and integrity. We also have robust whistleblower policies and procedures, with multiple avenues of reporting, and provide appropriate training as necessary to ensure our employees are aware of their responsibilities. Our Chief Compliance Officer has day-to-day responsibility for overseeing ePlus’ compliance efforts, under the direction and guidance of our Board of Directors.

This Modern Slavery Act Transparency Statement has been duly approved and adopted by ePlus’ Board of Directors as of August 19, 2021.

C. Thomas Faulders  
Chairman of the Board of Directors

Erica S. Stoecker  
Chief Compliance Officer

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<sup>1</sup> This Statement is intended to satisfy ePlus’ disclosure requirements under United Kingdom Modern Slavery Act, the California Transparency in Supply Chains Act, and other related laws and regulations that may be promulgated from time to time.