

Human Rights Policy

Adopted May 9, 2024

Tyler is committed to making sure that our [mission, vision, and values](#) are a true embodiment of our day-to-day culture and represent the principles that will guide our future growth. One of those growth drivers is the value we place on community. Our thoughtful approach to how we stand together, complemented by the value we place on integrity and inclusion, inform our belief in the dignity of every individual and in the respect for human rights across our business.

The practices we follow and expect from others naturally flow from this starting point. To ensure consistency and transparency in how we foster the welfare, safety, and well-being of our team members, business partners, other stakeholders, and the communities in which we operate, we have adopted this Human Rights Policy (the “Policy”). It is designed to align with applicable law.

This Policy applies to all Tyler team members, working on Tyler’s behalf in any capacity and at all levels, including, for example officers, directors, managers, individual contributors, independent contractors, consultants, and interns. We also expect our third-party representatives, business partners and suppliers to adhere to the principles set forth in the Policy. The Nominating and Governance Committee of Tyler’s Board of Directors is responsible for ensuring that the Policy is regularly reviewed – internally, with the Committee, and with outside stakeholders, as appropriate – to ensure that it reflects and upholds our ongoing commitment to human rights.

Any actual or suspected violations of this policy should be reported to Tyler’s Chief Human Resources Officer, Chief Legal Officer, or their designee(s).

Compliance With Applicable Laws and Policies

Our commitment to a safe and respectful workplace is evidenced by our [Code of Business Conduct and Ethics](#) that includes, among others, our policies on Employee Health and Safety, Equal Employment and Non-Discrimination, and Anti-Harassment. Creating and maintaining a safe environment for our employees is a priority, and we do not tolerate violent behavior in the workplace. Tyler believes it is important to have an inclusive workplace. Tyler is an equal opportunity employer, prohibiting discrimination and promoting equality in its employment policies and practices. Tyler prohibits all forms of harassment, and prohibits any adverse action or retaliation against a person who makes a complaint or participates in an investigation of alleged harassment.



In 2021, we also adopted a [Code of Social Responsibility](#) and an [Environmental Policy](#), which further reinforce the care we take in our communities. These policies make clear, respectively, that we are opposed to all forms of modern slavery, human trafficking, forced or compulsory labor, and child labor; and that we strive for continuous quality improvement and strategic planning directed at reducing our company's environmental impacts. We expect that an individual's freedom of association will be respected, and that an employee's rights under the National Labor Relations Act will be honored.

Not only do we expect all of our team members to demonstrate these commitments, including to each other, but we also expect our business partners to do so. We seek to promote these human rights and sustainability practices throughout our organizational ecosystem. We are on a path of continuous improvement in standardizing our vendor and partner management channels to communicate and track these expectations, both through our internal procurement and onboarding processes and also through our evolving internal audit practices.

Even if not called out specifically here, we work diligently to identify, understand, and operationalize other legal frameworks that are applicable to us. We care about the world around us and the people in it.

Labor, Compensation, and Work Hours

Our aim is to offer fair compensation relative to our industry and local labor markets. We work to design our compensation program to be compliant with applicable wage, work hours, overtime, and benefits laws.

Community Engagement

We seek to hire team members local to the communities in which we operate, and who have experience in the public sector. Many of the procurement opportunities we respond to include a Minority Business Enterprise ("MBE")/Women Business Enterprise ("WBE") requirement, and we welcome partnership with these entities who operate in our space.

We prioritize giving back through volunteerism and charitable giving to efforts that are meaningful to our clients, our team members, and other stakeholders. The Tyler Foundation is a charitable foundation that was founded in 1971 and has been funded by Tyler throughout the decades since. The Foundation supports ongoing partnerships with institutions like the University of Maine, and supports causes highlighted by employee interests.



Training

We invest in our employees through training programs that drive career development, educate on our data security and data privacy measures, and foster respectful treatment through adherence to our key employment policies. Managers are required to participate in additional layers of training on topics such as anti-harassment and bullying. All employees undergo training, and receive regular reminders, on other company obligations such as our insider trading policy and confidentiality policy.

Reporting Concerns

All employees receive training on and informational reminders of Tyler's [Whistleblower Policy](#). A senior leader is a designated point of contact for reporting policy concerns, typically our Chief Legal Officer and/or our Chief Human Resources Officer. Every complaint is treated with appropriate concern so that we may take suitable action as appropriate, and adverse action/retaliation is prohibited in response to the lodging of any such complaint.

