

Voluntary Modern Slavery Statement for the 2020 Financial Year

Summary

This statement sets out the steps that SailPoint Technologies, Inc., SailPoint International, Inc. (ABN 71 162 832 322) and our subsidiaries (“SailPoint”) have taken and are continuing to take to ensure that modern slavery and human trafficking are not taking place within our business or supply chain. This statement relates to the financial year ending December 31, 2020, and has been established on a voluntary basis.

SailPoint’s fundamental policy is to conduct its business with honesty and integrity in accordance with the highest legal and ethical standards. We are committed to protecting and respecting human rights and have a zero-tolerance approach to modern slavery in our business dealings and supply chain in all forms including human trafficking, servitude and forced labor.

Our Structure

SailPoint is headquartered in the United States, but has office locations in Australia, France, Japan, the Netherlands, Singapore, and the United Kingdom. While the majority of our business is conducted in these jurisdictions, we also conduct business in a number of other countries around the world. SailPoint operates in Australia through SailPoint International, Inc., a United States entity that is registered with the Australian Securities and Investments Commission as a foreign company in Australia (ABN 71 162 832 322). SailPoint International, Inc., is a wholly-owned subsidiary of SailPoint Technologies, Inc. SailPoint International, Inc. does not own or control any other legal entity. As of January 1, 2021, SailPoint employs 29 people in Australia.

Our Supply Chain

Our products, services and software development are generally provided in-house by SailPoint, rather than by third parties. Our global procurement team is based in our headquarters in the United States. We offer both software and software-as-a-service solutions, which provide organizations with the intelligence required to empower users and govern their access to systems, applications and data across hybrid IT environments, spanning on-premises, cloud and mobile applications and file storage platforms. Given the nature of our business, our supply chain consists of the hiring of independent consultants and other service providers, along with the procurement of goods and services which support the day to day function and growth of SailPoint. Accordingly, we consider ourselves to be low risk with respect to slavery and human trafficking issues in our supply chain.

Key Controls

We have a number of policies and practices in place to ensure we conduct business in an ethical manner. These include:

Contracting practice. To help mitigate any risk, to the extent possible when we enter into negotiated agreements, we require that our contractors, partners, resellers, vendors and other suppliers comply with all applicable laws, which may include the Modern Slavery Act, depending on the type of the particular transaction and the nature of the counterparty.

Additionally, our procurement team requires potential vendors to complete a due diligence questionnaire, to ensure we contract with reputable third parties.

Recruitment policy. We conduct eligibility to work checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

Corporate code of business conduct and ethics. We maintain a corporate code of business conduct and ethics which covers a wide range of business practices and procedures and outlines our fundamental policy to conduct business with honesty and integrity in accordance with the highest legal and ethical standards. The policy requires that all SailPoint stakeholders comply with applicable legal requirements of the State of Delaware, the United States and each country in which the company conducts business. Stakeholders may report suspected or actual breaches of this policy to their direct manager, a member of SailPoint's Human Resource Department, a member of SailPoint's Legal Department, SailPoint's General Counsel, or anonymously via email or phone to a reporting hotline.

Next Steps in 2021

We will revisit and update our Modern Slavery Statement in the 2021 financial year and in doing so, will take steps including the following:

- Reviewing our current internal controls
- Continuing to monitor any potential or arising risks within our supply chain
- Providing appropriate training to our staff on this policy

Board Approval

This statement has been approved by the Board of Directors of SailPoint Technologies, Inc. and SailPoint International, Inc.



Mark McClain

Director, SailPoint Technologies, Inc.



Mark McClain

Director, SailPoint International, Inc.