



## **MODERN SLAVERY STATEMENT**

### ***FINANCIAL YEAR ENDING 31 JANUARY 2025***

This Modern Slavery Statement is made on behalf of Snowflake Inc., Snowflake Computing U.K. Limited ("**Snowflake UK**") and Snowflake Computing Pty Ltd. ("**Snowflake Australia**," and together with Snowflake Inc. and Snowflake UK, "**Snowflake**" or "**our**") in compliance with the requirements of the Modern Slavery Act 2015 (United Kingdom) and the Modern Slavery Act 2018 (Cth) (Australia).

Snowflake is committed to maintaining a work environment that is free from human trafficking and slavery. We do not tolerate or condone human trafficking or slavery in any part of our global organization or supply chain. This policy is consistent with our Global Code of Conduct and Ethics and expresses our firm commitment to protect and advance human dignity and human rights in our global business practices.

#### **Organizational Structure**

Snowflake delivers the AI Data Cloud, an ecosystem where our customers, partners, data providers, and data consumers can break down data silos and derive value from rapidly growing data sets in secure, governed, and compliant ways. Snowflake Inc. is a Delaware corporation. Snowflake UK is a UK limited company and Snowflake Australia is an Australian proprietary limited company, and each is ultimately wholly owned by Snowflake Inc. Snowflake Inc. does not have any other subsidiaries or group companies based in either Australia (Snowflake Australia does not own or control any other entities) or the UK.

#### **Our Supply Chains**

Given the nature of our operations, we have a relatively short supply chain. Our solution is developed and maintained by our employees. Our suppliers predominantly supply cloud and SaaS services, professional services (for example, marketing, audit, and accounting services), and hardware / office equipment. We also engage a limited number of contractors, most of whom are based in the United States.

#### **Risk of Modern Slavery**

Based on the nature of our business, workforce, and solution, the risk of modern slavery in our operations is low. Furthermore, because most of our suppliers are cloud and SaaS providers, professional services, and SaaS providers based in the United States, and because we do not engage a significant number of contractors, the risk of modern slavery in Snowflake's supply chain is also low.



### **Actions Taken to Address Modern Slavery and Supply Chain Risks and Remediation**

Snowflake's policies and contractual supplier terms prohibit the use of modern slavery in our operations and supply chains.

- Snowflake's [Global Code of Conduct and Ethics](#) ("Code of Conduct") requires that, among other things, all Snowflake labor is voluntary, and that it does not engage in slavery or human trafficking. It applies to our employees, directors, board members, and contractors. Employees and contractors are required to certify their understanding and acceptance of the Code of Conduct.
- Snowflake's [Business Partner Standards of Conduct](#) ("Partner Standards of Conduct") prohibits Snowflake's business partners (including suppliers, partners, and resellers) from, among other things, engaging in slavery or human trafficking. Snowflake requires its business partners to agree to the Partner Standards of Conduct or similar principles in their internal policies.
- Snowflake's [Anti-Human Trafficking Policy](#) prohibits engaging in slavery or human trafficking and applies to Snowflake's internal operations as well as its suppliers and contractors.

Snowflake conducts a modern slavery screening on its suppliers.

Finally, Snowflake requires each of its employees and contractors to complete a training module that covers modern slavery and human trafficking.

Snowflake maintains standard complaint reporting procedures as described in its Code of Conduct, including a Whistleblower Policy, and receives and treats complaints in accordance with standard procedures. If a modern slavery concern is raised, Snowflake will review the complaint and remediate, as appropriate.

### **Assessment of Policies**

We recognize that combating modern slavery is an ongoing effort, and are committed to continuously monitoring and evaluating whether our efforts to do so are effective, and we believe our efforts to date have been effective in minimizing the risk of slavery and human trafficking infecting our organization and our supply chain. We will continue to keep apprised of legal requirements and industry practices regarding modern slavery and evaluate our actions to assess and address modern slavery against these. Snowflake's operations are tightly integrated, and group companies (including Snowflake Inc., Snowflake UK and Snowflake Australia) are in close communications regarding all issues, including modern slavery. In addition, our compliance programs apply globally.



This statement is signed on behalf of Snowflake Inc., Snowflake UK, and Snowflake Australia. Snowflake UK is a reporting entity pursuant to the UK Modern Slavery Act 2015 and Snowflake Australia is a reporting entity pursuant to the Australia Modern Slavery Act 2018 (Cth); accordingly, this statement has been approved by the Snowflake UK and Snowflake Australia Boards of Directors.

DocuSigned by:

A handwritten signature in blue ink, appearing to read "Derk Lupinek", enclosed within a blue rounded rectangular border.

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Derk Lupinek, as:

General Counsel, Snowflake Inc.

Director, Snowflake Computing Pty Ltd.

Director, Snowflake Computing U.K. Limited