

# Modern Slavery Policy Statement

## CONCERNING THE FINANCIAL YEAR ENDED 31 JANUARY 2026

Databricks recognizes the modern trends and developments by governments and international organizations around the world to highlight the role companies are expected to play in eradicating modern slavery and child labor by introducing relevant legislation, regulations, and guiding frameworks.

This statement is published by Databricks, Inc. and Databricks UK Limited (together, '**Databricks**', '**we**', or '**our**') in accordance with the UK's Modern Slavery Act 2015 and Australia's Modern Slavery Act 2018 (Cth), to set out the steps Databricks took in its fiscal year ended 31 January 2026 to effectively assess and manage its modern slavery and child labor risks and strive to ensure that no form of modern slavery or child labor takes place in its operations or its supply chains. This statement was prepared by the Databricks legal and compliance team in consultation with operational team members responsible for managing Databricks' global procurement systems and processes.

For the purposes of Part 2 of Australia's Modern Slavery Act 2018 (Cth), this statement is made on behalf of the applicable reporting entity, Databricks, Inc., under section 13 of that Act. For the purposes of s.54 of the UK Modern Slavery Act 2015, this statement is made on behalf of Databricks, Inc., and Databricks UK Limited.

## About Databricks

Databricks is the Data and AI company. With origins in academia and the open source community, Databricks was founded in 2013 by the original creators of Apache Spark™, Delta Lake, and MLflow. As of 31 January 2026, more than 20,000 organizations worldwide rely on Databricks to build and scale data and AI apps, analytics and agents.

## Modern Slavery and Child Labor

Although definitions may vary across jurisdictions, 'modern slavery' is a term that generally encompasses issues such as people trafficking, forced labor, domestic servitude, slavery, and other forms of human exploitation. 'Child labor' can refer to labor or services provided by persons under the legal minimum age established in national legislation or which deprives children of their childhood, their potential, and their dignity and is harmful to their physical and mental development.

Databricks' values have always been central to everything we do. The board of directors and management of Databricks, Inc., together with its worldwide subsidiaries, are committed to a work environment and supply chain that are free from human trafficking, slavery, child labor, and other practices inconsistent with global human rights standards.

## Business Structure and Operations

Databricks is headquartered in San Francisco, California, with offices, partners and suppliers around the world, including in Europe, the Americas, and Asia-Pacific. As of 31 January 2026, Databricks had more than 35 offices in 22 countries and employed over 10,000 people. While Databricks' workforce is global, a significant majority of our employees are skilled, full-time, permanent employees based in the United States, United Kingdom, and Europe. Databricks' global offices can be found in the Office Locations page of our website.

Databricks, Inc. has a number of wholly-owned subsidiaries – both foreign and domestic – that exist for the primary purpose of hiring local talent for the provision to Databricks, Inc. of sales and marketing support services, with Databricks, Inc. also selling directly into each country, or research and development efforts.

Databricks, Inc. oversees, and is responsible for, the legal compliance efforts of each of its subsidiaries, including as it relates to modern slavery and child labor. Each of our subsidiaries operates on the same business model as Databricks, Inc. and the procurement of goods and services for all subsidiaries is managed by Databricks, Inc. This centralized procurement model means that modern slavery, child labor and other human rights considerations are applied consistently across the group. In the event business operations change materially for a Databricks, Inc. subsidiary, Databricks, Inc. will consult with the relevant subsidiary to identify and review any additional compliance and regulatory risks, including with respect to modern slavery and child labor.

## Supply Chain and Risks

Databricks provides software solutions and services; we are not a product manufacturer. Further, we do not have a long or complex supply chain, and the vast majority of our partners and suppliers<sup>1</sup> are either technology and service vendors supplying consulting services, SaaS subscriptions, cloud services, and marketing services, or corporate and employee insurance providers. Other significant vendors include landlords from which Databricks leases its various office locations. Only a small percentage of Databricks' suppliers and partners provide hardware or physical services, and those are typically large national and/or global companies with established governance structures and their own corporate social responsibility programs, including in relation to modern slavery and child labor. This affords Databricks some assurance in engaging in those commercial relationships.

Overall, due to the nature of Databricks' operations and supply chain and taking into account modern slavery and child labor risk factors and Databricks' footprint in low, medium, and high risk countries as designated in the Global Slavery Index, we have determined that our modern slavery and child labor risk is low. Nevertheless, we recognize such risks can exist for organizations across the globe, especially with regard to product manufacturing and physical operating requirements, and we continue to review our risk assessments, supply chain selection, management processes, and policies with that in mind.

---

<sup>1</sup> Measured by amount of spend on an annual basis.

## Due Diligence

We expect our vendors and other third parties to comply with our Third Party Code (as defined below), which requires them to conduct their business with integrity, including complying with applicable local, state, national, and international laws and regulations and respecting human rights. When Databricks engages with new vendors, we conduct a vendor risk assessment and determine whether additional due diligence is needed with respect to legal and compliance matters. Our vendor relationships remain subject to ongoing review and if we become aware of violations of our Third Party Code (as defined below), we will seek an appropriate response up to and including termination of vendor relationships and reporting information to relevant authorities. Where we deem appropriate, we would also work with the relevant third party on corrective action.

## Our Policies and Training

### GLOBAL CODE OF CONDUCT

Databricks' policies and position statements support human rights and labor standards, and these are integrated into our business. Databricks has adopted a Global Code of Conduct (**'Code'**) which sets the baseline for the ethical standards and behaviors we expect from our employees. It also sets out our policies around speaking up, ethical and responsible behavior, culture, integrity, working with government entities, communications, partnerships, and contracting. Databricks also has standalone policies covering matters such as procurement, anti-bribery and corruption, background checks, health and safety, discrimination, harassment, and retaliation, all of which are referenced in the Code. The Code and this statement are publicly available on the Legal Compliance & Ethics page of the databricks.com website and referenced in our online customer terms.

Databricks' employees are required from time to time to attend training on and/or certify to our Code and other relevant topics, to help Databricks employees understand that Databricks does not condone or engage in slavery, servitude, or unfair employment practices.

Databricks also educates employees to expect third parties to follow Databricks' Third Party Code of Conduct, described below.

### THIRD PARTY CODE OF CONDUCT

In February 2023, Databricks published a global Third Party Code of Conduct (**'Third Party Code'**) to establish its expectations and requirements for third parties who do business with Databricks. The Third Party Code explains that all of Databricks' partners, suppliers, vendors, contractors, consultants, and agents are expected to abide by the same compliance behaviors that Databricks requires of employees – to act with integrity, play by the rules, and speak up (each further described in the Third

Party Code).

In addition, consistent with Databricks' Anti-Slavery & Human Trafficking Policy and the U.N. Guiding Principles on Business and Human Rights, the Third Party Code specifically identifies that third parties must prohibit slavery and child labor and all forms of practices inconsistent with basic human rights.

Third parties engaging with Databricks for the provision of goods and/or services agree, in writing, to comply with the Third Party Code. In addition, third-party service providers also agree not to engage in any practices inconsistent with global standards and legislation regarding human rights, modern slavery, human trafficking, and child labor in their master services agreement with Databricks.

The Third Party Code is publicly available on the Legal Compliance & Ethics page of the databricks.com website and is further cross-referenced in the Global Code of Conduct referenced above. The existence of the Third Party Code was communicated internally to all employees upon its launch and is reinforced in periodic risk-based trainings for employees who work with third parties.

#### ANTI-SLAVERY & HUMAN TRAFFICKING POLICY

Databricks will not tolerate or condone human trafficking, slavery, or child labor, or any other similar practices, in any part of our global organization. It is for this reason that the Databricks Anti-Slavery & Human Trafficking Policy has been adopted and forms part of the Code, consistent with our core values to protect and advance human dignity and human rights in our global business practices and supply chains.

Databricks believes that compliance with the Code, including the Databricks Anti-Slavery & Human Trafficking Policy, will positively contribute to the performance of the organization as a whole.

#### SPEAK UP PROGRAM

Databricks maintains a Speak Up program to encourage its employees to promptly report any suspected or actual violations of laws, rules, regulations, or internal Databricks codes and policies. The Speak Up program provides an avenue for confidential or anonymous reporting and prohibits retaliation against anyone who reports a good-faith concern or suspected violation, or against anyone who participates in an internal investigation. No instances of modern slavery or child labor were noted or reported through this program during the fiscal year ended 31 January 2026.

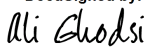
## Assessment of Policies and Effectiveness

We recognize the need to continually review the effectiveness of our policies and practices in

preventing slavery, human trafficking, and child labor within our business and our supply chains, and we will continue to monitor legal regulations and risks applicable to our business and develop and improve our approach for effectiveness.

This Databricks Modern Slavery Policy Statement was approved by the board of directors of Databricks, Inc. on 25 June 2026 and the board of directors of Databricks UK Limited on 2 July 2026, in each case, for the period 1 February 2025 to 31 January 2026.

Signed for and on behalf of Databricks, Inc.

DocuSigned by:  
  
Director and Chief Executive Officer

Date: 06-Jul-2026

Signed for and on behalf of Databricks UK Limited

DocuSigned by:  
  
Director

Date: 06-Jul-2026