



MODERN SLAVERY ACT STATEMENT

Introduction

The United Kingdom Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018 require certain businesses to publish a statement specifying their efforts to prevent slavery and human trafficking within their business and supply chain. This statement constitutes Airtable's Modern Slavery Act Statement for the fiscal year ending January 31, 2026.

Our Business

Airtable makes it radically simple to design and deploy flexible and engaging business applications that power critical workflows and make valuable data actionable across the enterprise. It is trusted by teams at over 500,000 organizations, including 80% of the Fortune 100, who have built over 50 million applications to run their operations. Today, Airtable has scaled up to power mission-critical enterprise use cases and has become the fastest and most intuitive way to accelerate operations with AI.

Formagrid Inc, which does business as Airtable, is headquartered in San Francisco, California. It is the parent company of Formagrid UK Limited, Formagrid Canada Limited, and Formagrid Australia Pty Ltd, which support Formagrid Inc's business in the United Kingdom, Canada, and Australia, respectively. For the purposes of this statement, any reference to "Airtable", "we", or "our" is a reference to Formagrid Inc and each of its subsidiaries, all of which uphold the values set forth in this statement, regardless of geographic location.

Our procurement team, and the suppliers supporting Airtable's core products, are based in the United States. Our broader supplier ecosystem is composed of suppliers from the United States and other countries, including, but not limited to, the United Kingdom, Australia, Honduras, Romania, India, the Philippines, and various countries within the European Union. Our suppliers generally provide cloud hosting and infrastructure services, software tools and technology, professional services, corporate and financial services, and human resources and recruitment services.

This statement is intended to meet the requirements of the relevant modern slavery legislation in each jurisdiction in which we operate and describes steps taken in addressing modern slavery. We continue to take active steps including strengthening systems to identify, assess and address modern slavery risks.

Risks of Modern Slavery in Our Operations and Supply Chains

Based on the nature and structure of our business, the location of our suppliers, and the industries in which we operate, we believe that the risk of slavery and human trafficking within our business and supply chain is low. Our workforce is composed primarily of skilled professionals employed in office-based roles across developed economies with strong labor protections.

Nevertheless, we recognize that modern slavery risks can exist in supply chains across all industries and geographies. The areas within our supply chain that may present relatively higher risk include:

- *Hardware and equipment procurement* - electronic equipment and devices may involve raw materials or components sourced from regions with elevated modern slavery risks.
- *Facilities and office services* - services such as cleaning, catering, and building maintenance may involve labor in sectors that are more vulnerable to modern slavery practices.

- *Offshore service providers* - suppliers providing services from jurisdictions with less robust labor protections may present elevated risks.

We are committed to upholding the highest standards of business ethics and are vehemently opposed to human trafficking and any form of slavery. Accordingly, we have taken steps to assess and manage this risk, including due diligence and the adoption of policies that set forth our values and govern the way we do business.

Assessing and Managing Risk

Airtable's Code of Conduct documents our commitment to act with integrity in all aspects of our business. It provides our employees, directors, officers, and independent contractors (collectively, "Airtable Personnel") with requirements for conducting business on behalf of Airtable, offers guidance to support daily actions and decision making, and sets standards for our customers, vendors, and other partners.

Among other things, our Code of Conduct sets out Airtable's commitment to respecting human rights and ensuring that Airtable Personnel and suppliers do so as well. It states our opposition to human trafficking and the use of any form of slave labor. And it makes clear that Airtable will not tolerate bribery or other corrupt practices by Airtable Personnel or others with whom we do business.

Airtable Personnel who become aware of a violation (or potential violation) of the Code of Conduct are required to report the issue as soon as possible. We offer several reporting channels, including a third-party website through which reports may be made anonymously. Any allegations of slavery or human trafficking will be thoroughly investigated by, or at the direction of, our Legal team.

Our Code of Conduct has been approved by our Board of Directors. Every employee who joins Airtable is trained on the Code of Conduct, and employees are required to review and acknowledge the Code of Conduct upon joining Airtable and on an annual basis thereafter.

We are committed to continuously improving transparency within our business and operations. We do not tolerate instances of modern slavery of any form, whether within our business or our broader supply networks. We continue to take active steps to strengthen our systems and to assess, identify, address and manage any risks of modern slavery, in particular through our due diligence processes and systems.

We have developed standards, processes, and procedures to monitor and review the effectiveness of our Code of Conduct and other internal policies. We provide training on these policies, and we review and revise them regularly (and at least annually). We also review the effectiveness of the processes that we rely on to ensure that slavery and human trafficking are not occurring.

Supplier Due Diligence

Airtable uses only reputable sources of goods and services. We analyze all suppliers prior to onboarding to understand the nature of the supplier, the goods and services to be procured, and any legal, security, or compliance risks the supplier may pose. We regularly review our procurement policies and procedures to ensure an appropriate due diligence and governance system is in place. These mechanisms assist with investigations and analysis of any complaints allowing us to take appropriate steps to address any reported issues.

If allegations of slavery or human trafficking within our supply chain were to arise, we would immediately conduct an inquiry and take appropriate action, including seeking to terminate our relationship with the supplier and making a report to relevant authorities as required. We expect our suppliers to comply with all

applicable laws, and where appropriate, we include provisions in our supplier agreements specifically requiring compliance with modern slavery laws.

Assessing Effectiveness of Our Actions

We assess the effectiveness of our actions to identify and address modern slavery risks through the following measures:

- Regular and ongoing review of our Code of Conduct, and procurement policies and processes, at least annually.
- Monitoring and, where required, investigation of reports received through our internal reporting channels, including our anonymous third-party reporting platform.
- Review of supplier onboarding and compliance processes to ensure they remain fit for purpose.
- Ongoing engagement with our subsidiaries to ensure alignment with Airtable's policies and values.

As our business and operations continue to grow, we intend to continue to refine our approach to assessing and managing modern slavery risks and enhance our due diligence practices in line with evolving best practices and regulatory expectations.

Consultation with Owned or Controlled Entities

This statement was prepared in consultation with Formagrid UK Limited, Formagrid Canada Limited, and Formagrid Australia Pty Ltd. Each subsidiary was consulted regarding their operations, supply chains, and any modern slavery risks relevant to their activities. Airtable's policies, including the Code of Conduct, apply uniformly across all subsidiaries, and each subsidiary upholds the values and commitments described in this statement.

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This statement was approved by Formagrid Inc's Board of Directors and signed on its behalf by Formagrid Inc's General Counsel.

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Ryan Marks
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Ryan Marks
General Counsel
Formagrid Inc dba Airtable
July 31, 2026