

DATADOG, INC.

MODERN SLAVERY STATEMENT

APPROVED BY THE BOARD OF DIRECTORS
OCTOBER 29, 2021

This statement is made pursuant to the United Kingdom Modern Slavery Act of 2015 and section 14 of the Australian Modern Slavery Act of 2018 (together, the “Modern Slavery Act”) and specifies the steps that Datadog, Inc. and its wholly owned subsidiaries including the Australia and UK branches of Datadog Ireland Limited (together, “Datadog”), as applicable, have taken to reduce the risks of slavery, forced labor and human trafficking occurring across our business and supply chains. Datadog, Inc. controls Datadog Ireland Limited. Datadog is committed to human rights and ethical behavior in our global business practices. We fully support the elimination of modern slavery and human trafficking as set forth in the United Nations’ Universal Declaration of Human Rights.

If you have questions about or suspect any violation of this statement, please contact our Legal Department at legal@datadoghq.com or anonymously through our whistleblower hotline at **1 (844) 368-8586** (toll-free).

Our Business

Overview

Datadog is the monitoring and analytics platform for developers, IT operations teams and business users in the cloud age. Our SaaS platform integrates and automates infrastructure monitoring, application performance monitoring, log management and security monitoring to provide unified, real-time observability of our customers’ entire technology stack. Datadog is used by organizations of all sizes and across a wide range of industries to enable digital transformation and cloud migration, drive collaboration among development, operations and business teams, accelerate time to market for applications, reduce time to problem resolution, understand user behavior and track key business metrics.

Datadog has over 18,000 customers worldwide. Datadog is publicly traded on Nasdaq and headquartered in New York City with regional offices across North America, Europe and Asia.

Employees

As of December 31, 2021, we had approximately 3,200 employees operating across 31 countries. Approximately 39% of our full-time employees as of that date were located outside of the United States, 39% of whom were located in France. In countries in which we operate, such as France, we are subject to, and comply with, local labor law requirements, which may automatically make our employees subject to industry-wide collective bargaining agreements. We have not experienced any work stoppages and we consider our relations with our employees to be good.

Business structure and supply chain

Our SaaS platform is developed, maintained, supported and marketed through various internal teams including Engineering, Sales, Legal, Marketing, Finance, Product and Strategy. Our People and Operations teams help to plan and operationalize the day to day needs of our growing business.

Beyond our internal labor force, we rely on third-party providers to support the provision of our services. These third-party providers generally fall into two categories. First, data centers located in the European Economic Area and the United States, that host our platform on the cloud. Second, certain tools and software that facilitate our internal operations such as internal messaging software, support ticketing solution and project management software. Like all businesses, Datadog uses third-party vendors for day-to-day operations and needs.

In 2020, Datadog launched the Datadog Partner Network, a program allowing third parties to partner with our business through a number of avenues: Managed Service Providers, System Integrators, Resellers and Referral Partners, and Technology Partners who build custom solutions on the Datadog platform as well as offering solutions through the Datadog Marketplace. Datadog partners operate globally in the North America, LATAM, EMEA and APAC regions. These partnerships increase user accessibility to our platform and allow us to offer additional tools for full stack observability in IT operations to our customers.

Our Internal Policies and Procedures

We have a number of internal policies in place to help prevent slavery, forced labor and human trafficking in our business and supply chains and ensure that we are conducting our business in an ethical and transparent manner.

- **Recruitment Policies and Procedures.** We maintain robust recruitment processes in line with employment law, including “right to work” document checks and written contracts of employment for all Australian and UK employees.
- **Employment Policies & Training.** Our Employee Guide includes policies relating to harassment, discrimination and conflict resolution and is distributed annually to employees. Also, we provide regular employee training on conduct that is ethical, professional and reflective of a safe workplace environment.
- **Code of Business Conduct and Ethics.** We require all our employees to comply with our Code of Business Conduct and Ethics. The code prohibits violations of law, including labor laws and the Modern Slavery Act. The code also explains that Datadog expects every employee to apply good judgment and maintain the highest personal ethical standards.
- **Whistleblower Hotline.** We operate a toll-free hotline to allow for anonymous reports of possible policy violations within our business and supply chains. The hotline is available 24/7 and employees worldwide can report concerns online or by telephone.

Our External Policies and Procedures

We've implemented measures to ensure that we work with businesses that exhibit a good compliance culture and share our commitment to have a supply chain free from forced labor, slavery and human trafficking.

- **Suppliers.** Datadog is committed to working with suppliers that comply with applicable laws and regulations and adhere to our standards for ethical business practices. Potential suppliers are assessed as part of our supplier onboarding process. Datadog's [Vendor Code of Conduct](#) outlines our expectations of suppliers with respect to human rights and labor standards and holds suppliers accountable for ensuring fair and safe operations internally as well as across their own supplier network.
- **Customers.** Datadog has a rigorous contracting process and requires customers to make binding representations and commitments to comply with anticorruption laws and all other applicable law. We perform due diligence and subject prospective customers to screening and background checks as a prerequisite to entering into transactions.
- **Partners.** All partners are vetted through our due diligence process and are bound by contractual obligations to act ethically and in compliance with applicable laws in carrying out their partnership role.

Whistleblowing

If we become aware of any violations or concerns related to this statement with respect to our employees or suppliers, we will ensure that appropriate measures are taken in consultation with our Legal Department, including terminating the employment or supplier relationship and reporting information to relevant authorities.

Risk Assessment

Due to the nature of Datadog's cloud software business, we generally consider ourselves low-risk with respect to slavery, forced labor and human trafficking issues in our business or supply chains.

Measuring Effectiveness

We measure our effectiveness in reducing the risk that slavery, forced labor and human trafficking practices are taking place in our business or supply chains by the number of reports and complaints regarding possible policy violations that we receive from our employees, suppliers, partners, customers, law enforcement agencies and the general public. To date, we have not received any complaints or reports regarding possible violations of this statement.

While we believe the measures referenced in this statement are sufficient to minimize any form of human trafficking, forced or involuntary labor, child labor or the use of misleading, fraudulent or illegal practices as far across Datadog supply chains as reasonably possible, we will continue to assess opportunities to improve our ability to detect and address trafficking risks.

Consultation

Datadog is managed centrally and the subsidiaries do not operate independently. As such, there is no need for consultation between the various Datadog entities.

Looking Forward

Datadog will continue to develop measures required to prevent slavery, forced labor and human trafficking in our business and supply chains. We will periodically perform reasonable investigations to verify that our operations are being conducted in compliance with this statement, and review and update this statement as appropriate.



Kerry Acocella
General Counsel
Datadog, Inc.