

## MODERN SLAVERY ACT STATEMENT

### Introduction:

The Australian *Modern Slavery Act 2018* (Cth) requires certain businesses to report annually on the risks of modern slavery in their operations and supply chains and the actions taken to address those risks.

This is the modern slavery statement (**Statement**) of Slack Technologies Limited for the fiscal year ending January 31, 2020.

### Our Business Structure and Operations:

Slack Technologies Limited is an Irish Company headquartered in Dublin, Ireland. Slack Technologies Limited is a subsidiary of Slack Technologies Inc, a Delaware corporation headquartered in San Francisco, California. Slack Technologies Limited has subsidiaries located in Australia, India, UK, France, Japan, Germany, Korea, Sweden, and the Netherlands. Any reference to ‘**Slack**’ in this Statement is a reference to Slack Technologies Inc and all its subsidiaries.

Slack is a software as a service provider that has developed a collaboration hub that brings the right people, information, and tools together to get work done (**Slack Service**). With the Slack Service, people work together more effectively, connect all their software tools and services, and find the information they need to do their best work — all within a secure, enterprise-grade environment.

Slack Technologies Limited is committed to ensuring our business, and our supply chains, are free of acts of slavery and human trafficking. We uphold the values set out in this Statement regardless of geographic location.

### Our Supply Chain:

The largest part of Slack Technologies Limited’s spend profile is with a supplier that provides the infrastructure that helps with the delivery of the Slack Service. The next largest spend area for Slack Technologies Limited and its subsidiaries is marketing related (advertisement placement; public relations; sponsorships; and brand related content creative work).

Our broader supplier ecosystem is comprised of suppliers who provide goods or services largely in the following areas:

- health benefits;
- marketing services;
- legal services;
- facility services; and
- computer hardware.

### Assessing Risks of Modern Slavery:

In the first tier of Slack Technologies Limited’s supply chain, we consider that the risk of modern slavery is low as the majority of our spend falls in sectors which carry a low risk of modern slavery, such as web hosting services or insurance.

However, we recognize that there are areas in our supply chain which may carry higher risks of modern slavery, including facilities management such as cleaning services and some marketing products.

Our other area of risk relates to the purchase of merchandise that originates in high risk countries, such as China and India.

Slack Technologies Limited's largest indirect risks of modern slavery are associated with branded merchandise and computer equipment that may be sourced from high risk areas and resold under distributors. Slack Technologies Limited recognizes that branded merchandise is high risk because most goods of this type are manufactured in countries that have historically had a disproportionate number of challenges with validating those supply chains as free of human rights violations.

### **Mitigating the Risk of Modern Slavery through our Policies:**

Slack is opposed to the trafficking of persons or use of any form of slavery and has taken steps to assess and manage that risk.

The policies of Slack Technologies Inc are group-wide policies and apply to Slack Technologies Limited's operations. Further, Slack Technologies Inc's codes of conduct apply group-wide and therefore also apply to Slack Technologies Limited's operations.

Slack leverages the following tools to direct our supplier behavior:

#### *1. Supplier Code of Conduct*

Slack operates in many countries and is subject to different laws, customs, and practices, and as such depends on its suppliers and other business partners to act in the same accord.

Slack's Supplier Code of Conduct (**Supplier Code**) is incorporated into supplier contracts. Slack reserves a contractual right to terminate any supplier relationship if a supplier violates the Supplier Code of Conduct.

Amongst other things, the Supplier Code states that Slack has a zero-tolerance policy in relation to human rights offences and we expect our suppliers to take the same approach. The Supplier Code further states that suppliers must, at the very least, follow all applicable laws and regulations in respect of human rights violations such as human trafficking, child labor, forced or compulsory labor and involuntary prison labor.

Slack conducts an annual review of its standards for suppliers, and reserves rights to compel suppliers to take remedial action as required.

#### *2. Specific language within our Supplier Agreements*

Our Supplier Agreements incorporate a requirement to comply with our Supplier Code, a 'Compliance with Laws' clause, and anti-slavery language.

In particular, our Supplier Agreements state that each supplier shall:

- hold itself and its affiliates to the highest performance, ethical and compliance standards, including basic human rights;

- not engage (and ensure its affiliates, personnel and subcontractors do not engage) in any activity, practice or conduct which would constitute an offence under any applicable anti-slavery laws, legislation, or regulations;
- ensure safe and healthy working conditions, and respect for the environment; and
- adopt appropriate management systems to ensure the supplier's compliance with the above requirements and conduct business in an ethical manner.

### 3. *Slack's Code of Conduct*

Slack's commitment to conducting business according to the highest standards of ethical conduct applies across national boundaries. Therefore, Slack's global Code of Conduct (**Slack Code**) explicitly prohibits involuntary labor and human trafficking.

The Slack Code states that Slack is opposed to the trafficking of persons or use of any form of slave, forced, bonded, indentured, or prison labor. As such, the Slack Code states that Slack and the companies with which Slack does business shall ensure that all work is voluntary.

Further, the Slack code states that Slack requires its global employees, independent contractors, consultants, and others who do business with Slack to comply with all applicable laws, rules and regulations when performing work.

All employees are trained on the Slack Code upon hire and annually thereafter.

#### **Mitigating the Risk of Modern Slavery through Audit:**

All of Slack's merchandise suppliers are tasked with verifying on an annual basis that each of their suppliers are free of modern slavery and human trafficking. Slack does this by leveraging a Risk Assessment Software Platform which assigns a supplier a Corporate Social Responsibility (**CSR**) rating. This tool allows Slack to avoid misclassification as the analysis capabilities of our CSR software provider are highly specialized. Currently this assessment is completed only for high risk spend areas – specifically, branded merchandising suppliers.

#### **Slack's Due Diligence Actions:**

Slack maps its supply chain in its spend analysis platform and reviews the relevant entities to understand the nature of the suppliers and the goods and services that are procured and the risk any supplier may pose.

Additionally, Slack only uses reputable sources for goods and services and obtains anti-slavery commitments from any supplier that could be considered high-risk, to ensure they are similarly aware of and seeking to address the risks of modern slavery.

Slack reviews the effectiveness of its processes, policies, and contracts annually to ensure an appropriate governance system is in place.

#### **Raising concerns – EthicsPoint hotline**

Slack has a whistleblower hotline called EthicsPoint, which may be used to anonymously raise concerns about possible violations of the Slack Code, other Slack policies, or legal or regulatory requirements. The EthicsPoint hotline is a telephone and web-based whistleblower system hosted

by an external service provider. Anyone, including employees, independent contractors, and others who do business with Slack, may report violations of the Slack Code using this tool.

### **Assessing the Effectiveness of our Actions**

During this reporting period, Slack Technologies Limited has not undertaken an assessment of the effectiveness of measures taken to address modern slavery. Slack Technologies Limited will develop such measures in future reporting periods.

### **Consultation**

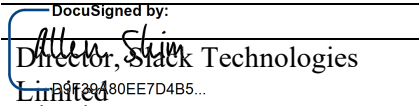
Slack Technologies Ltd will deepen its consultation with its subsidiaries in future reporting periods.

### **Approval**

Slack Technologies Limited makes this Statement in accordance with section 13 of the *Modern Slavery Act 2018* (Cth).

This Statement was approved by the Slack Technologies Limited board of directors on July 13, 2021.

Signed by:

|            |  |
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| Name:      | Allen Shim   |
| Signature: |  |
| Title:     | Director, Slack Technologies Limited   |
| Date:      | 7/14/2021  |