



## Modern Slavery Act Transparency Statement

### Introduction

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This Statement is Atlassian Corporation's Modern Slavery Statement (the "Statement") and covers the period of July 1, 2023 to June 30, 2024 ("Reporting Period"). This Statement applies to Atlassian Corporation and the listed subsidiary entities, including Atlassian Corporation Limited (formerly Atlassian Corporation Plc), Atlassian Pty Ltd and their affiliates and related companies<sup>1</sup> (together, "Atlassian", "we", "us" or "our"). The Statement has been produced in accordance with Australia's Modern Slavery Act (2018) and the United Kingdom's Modern Slavery Act (2015). This Statement outlines the steps Atlassian has taken to reduce harm and prevent modern slavery by identifying and developing a strategy designed to better manage our exposure and ensure continuous improvement of the risks of modern slavery to our supply chain and business operations.

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### About Atlassian

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Atlassian was founded in 2002 and our mission is to unleash the potential of every team. Our products help teams plan, track and execute shared work – delivering superior outcomes for their organizations. Our primary products include Jira for planning and project management, Confluence for content creation and sharing, Jira Service Management for team service, management and support applications, and Loom for asynchronous video collaboration platform. Together, our connected portfolio of products form integrated solutions which, when deployed in the cloud, gives customers all the benefits of analytics, automation, and now AI, along with integrations with thousands of third-party apps as a solution that is deeply entrenched in how teams collaborate and how organizations run.

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<sup>1</sup> Reporting entities include: Atlassian Corporation, Atlassian Pty Ltd, Atlassian Australia 1 Pty Ltd, Atlassian Australia 2 Pty Ltd, Atlassian Corporation Limited, Atlassian Corporation Pty Ltd., Atlassian Capital Pty, Ltd., MITT Australia Pty Ltd, MITT Trust, Good Software Co Pty Ltd, Code Barrel Pty Ltd, Lead Green Pty Ltd, Lead Green Trust, Atlassian Foundation Pty, Ltd., and Atlassian Foundation International Limited.

We have a total of 46 subsidiaries operating in 15 countries, including Australia, the United States, the United Kingdom, the Netherlands, the Philippines, Poland, India, Turkey, Canada, Japan, Germany, France and New Zealand. As of June 30, 2024, we had 12,157 employees. Our total revenue for fiscal year ended June 30, 2024 was US\$4.4 billion.

### Our Values

As with everything we do, our Atlassian values guide us and serve as a gut check that we are being true to who we are as a company. The following core values and beliefs define what's important to us:



Open company,  
no bullshit



Play, as a team



Be the change  
you seek



Don't #@!%  
the customer



Build with heart  
and balance

### Our Business and Atlassian's Modern Slavery Risks

Atlassian recognises that modern slavery is a significant worldwide problem and commends the efforts of governments and the private sector to eradicate it. Atlassian is committed to acting ethically and with integrity in all our business relationships and maintaining and improving systems and processes to avoid complicity in human rights violations related to our own operations, our supply chain, and our products. Atlassian has zero tolerance for any form of modern slavery in our business and we are fully committed to preventing and detecting it.

Our industry, business model and geographical [footprint](#), including our commitment to remote work via our [Team Anywhere](#) program allow us to more effectively mitigate modern slavery risk in our operations and supply chain as compared to other companies and industries. Atlassian does not have intricate supply chains, multiple contractor or subcontractor levels, or vendor relationships with large manufacturing businesses where modern slavery has been found to be an issue. In addition, the systems and methods that we use to contract with suppliers are managed centrally, which also allows Atlassian to more effectively understand where modern slavery risk could occur within our operations.

However, Atlassian recognizes that all major organizations have a risk of modern slavery - even if that risk lies in non-strategic sourcing categories or further down the supply chain. Areas which could represent a higher risk of modern slavery for Atlassian include categories such as fruit and vegetables, coffee, cleaning, handyperson/multi-trade, grounds maintenance, solar panels, tech hardware, uniforms (including uniforms of contractors and cleaners) and promotional materials.

For many of these categories, the risk lies further down the supply chain, so we are committed to working with our suppliers to improve compliance and transparency related to modern slavery. Atlassian continually reviews our supply chains and operations to reduce the possibility that any of our business activities contribute to or facilitate modern slavery.

### Consultation

Our modern slavery working group (the "Working Group") includes representatives from across Atlassian, including Legal, Public Policy, Sustainability, Workplace Experience and Procurement teams, with oversight and final approval by our Board of Directors. The members of the Working Group meet regularly and have supported the preparation of this Statement.

In addition to the Working Group, Atlassian also consulted with entities under our control and other external experts to assist our understanding of the obligations under applicable modern slavery legislation and assist in

the preparation of this Statement. The following sections summarise our focus during the Reporting Period and the outcomes of this work.

## How Atlassian Addresses Its Modern Slavery Risks

### Assessing Modern Slavery Risk

Atlassian has an established global procurement function. Given the nature of our business, our supply chain mostly consists of the hiring of independent consultants and other service providers and the procurement of software-related goods and services.

Suppliers and business partners are subject to various forms of due diligence, including self-attestation of internal policies and controls. Tailored due diligence and risk assessments are performed on our business partners and supply chain by the Supplier Risk team and specialized risk domains. These due diligence processes ensure we contract with reputable suppliers across all procurement categories and minimizes our exposure to modern slavery.

During the Reporting Period, we expanded our Procurement Risk team to 6 team members, made enhancements to our Procurement Risk Framework, reviewed and updated our Procurement Policy, and continued to develop enhanced supplier reporting and automated risk triggers. Our Procurement Risk team also collaborated with other teams at Atlassian to implement a series of controls required under the Federal Risk and Authorization Management Program (“FedRAMP”) and continued to operate in accordance with ISO 27001 and SOC2 controls. We developed internal Modern Slavery training, available to all employees and shared within the procurement function. These enhancements to our Procurement Risk operations and strategy will help Atlassian effectively identify, assess and address modern slavery risks.

### Code of Business Conduct and Ethics, Supplier Code of Conduct, and Human Rights Statement

Our [Code of Business Conduct and Ethics](#) (the “Code”) sets out certain standards of conduct to aid our directors, officers, employees and contractors in making proper ethical and legal decisions when conducting business for us and performing their day-to-day duties that aligns with our values and policies, including those on human rights. Our Code includes reporting procedures and accountability provisions, and provides for protection against retaliation for those making a report. In the event of violation of our Code, disciplinary actions may include immediate termination of employment or the business relationship. Our Code is available externally on our website so anyone is able to report any concerns or questions regarding any potential violations of the Code or any of our other policies or any applicable law, rules or regulations, including, but not limited to, slavery and human trafficking violations.

Our Code is distributed annually to all directors, officers, employees and contractors who are required to acknowledge they understand and are compliant with the Code. Through the Code, our company values, and the full range of our other policies, we seek to promote honest and ethical conduct, deter wrongdoing and support compliance with applicable laws and regulations in every aspect of our business.

Atlassian also has a [Supplier Code of Conduct](#) which applies to each supplier with whom we do business. Our Supplier Code of Conduct explicitly prohibits the use of forced labor within our supply chain.

Atlassian’s [Human Rights Statement](#), published in September 2022, is aligned to the UN Guiding Principles on Business and Human Rights (UNGPs) and reflective of Atlassian’s mission, values, and scope of impacts. The statement outlines our commitment and responsibility to the rights of employees, contingent workers, customers, suppliers, business partners, community, and the planet.

### Ongoing Monitoring of Modern Slavery Risk

We continuously monitor the performance of our critical suppliers through our supplier business case review process.

If any breaches occur or we have reasonable grounds to believe that slavery and human trafficking are taking place, we would take the following actions:

- Investigate any alleged incident of modern slavery to understand the facts;
- Determine if Atlassian can exit the relationship without placing further harm to anyone who has been negatively affected; or
- If the relationship cannot be exited without placing further harm to the victim(s), Atlassian will work with the vendor to develop an improvement plan and associated audits at regular intervals in order to improve performance.

### **Reporting Concerns Related to Modern Slavery and Remediation**

Atlassian offers multiple reporting channels to our employees, consultants, suppliers, and business partners, including a global web portal and telephone [hotline](#) that provide individuals with the opportunity to report concerns anonymously. All issues raised via the hotline are reviewed and assessed for remediation, where circumstances warrant. We promote awareness of these reporting channels through internal policies, communications and training. We also prohibit retaliation against anyone who, in good faith, reports any matter relating to modern slavery or who assists in the investigation of a reported concern.

### **Making an Impact Through Atlassian Foundation**

In Atlassian’s early days, founders Mike Cannon-Brookes and Scott Farquhar built giving back into the business with the creation of the [Atlassian Foundation](#). We are passionate about the power education and business have to transform the world. We contribute 1% of our equity, profit, employee time and products to the Atlassian Foundation to tackle disadvantage on a global scale and in our own backyards.

### **Assessing Our Measures**

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The Working Group is responsible for assessing the effectiveness of actions taken to prevent modern slavery. The actions taken, which are described in this document, all contribute directly and indirectly to Atlassian’s modern slavery prevention program.

Atlassian recognises that these actions have not fully eliminated modern slavery risk and that the Working Group must continue to develop Atlassian’s program.

This Statement represents our efforts to reflect on what actions we have taken and bring further focus to how we approach this global issue. We have scrutinised the steps that we have put in place to mitigate the risks of modern slavery to our business, and will continue to monitor and enhance our approach accordingly.

We recognize and understand the importance of the laws regarding modern slavery and are committed to reviewing and assessing the modern slavery risks in our supply chain.

### **Approval**

This statement was approved by our Board of Directors and signed on its behalf by Mike Cannon-Brookes, as at August 13, 2024.

*/s/ Mike Cannon-Brookes*  
Mike Cannon-Brookes  
Chief Executive Officer and Director