



CROWDSTRIKE MODERN SLAVERY STATEMENT

FOR FISCAL YEAR
ENDING 31 JANUARY
2023



This statement for fiscal year ending January 31, 2023 is submitted on behalf of CrowdStrike, Inc.'s wholly owned subsidiary in the United Kingdom, CrowdStrike UK Limited, and its wholly owned subsidiary in Australia, CrowdStrike Australia Pty Ltd. CrowdStrike, Inc. is a Delaware, USA registered company. CrowdStrike, Inc. and its subsidiaries are collectively referred to herein as "CrowdStrike."

ZERO TOLERANCE

Modern Slavery encompasses slavery, servitude, human trafficking and forced labor.

CrowdStrike has a zero-tolerance approach to any form of modern slavery, human trafficking, or other forced or child labor.

CrowdStrike fully supports the elimination of human trafficking, modern slavery, or other forced or child labor, from the supply chain, and wishes to comply with the United Kingdom's Modern Slavery Act of 2015 and the Australian Commonwealth Modern Slavery Act of 2018.

As such, CrowdStrike has drafted and publicized this statement against modern slavery, human trafficking, and other forced or child labor. This statement is designed to ensure others of CrowdStrike's commitment to eradicating these practices and to detail the appropriate, risk-based actions it is taking to ensure that modern slavery, human trafficking, child labor, or any form of forced or compulsory labor are not taking place in its supply chain or in any part of its business.

OUR BUSINESS, STRUCTURE, & SUPPLY CHAIN

CrowdStrike was founded in 2011 to reinvent security for the cloud era. Today, CrowdStrike has redefined security with the world's most advanced cloud-native platform that protects and enables the people, processes and technologies that drive modern enterprise. CrowdStrike develops and sells cybersecurity software and related professional services to companies worldwide.

CrowdStrike employs a technically skilled, professional labor force. Its workers are voluntary, at-will employees or independent contractors, who receive competitive compensation and benefits. CrowdStrike retains the majority of its workers directly through recruitment or employment postings and does not extensively use labor brokers or other third parties.

At CrowdStrike, we help stop breaches, but we cannot do this alone. We are committed to developing successful business partnerships as we recognize the important role our suppliers play in providing goods and services to keep our customers safe from breaches all over the world. CrowdStrike does not manufacture, produce, or distribute hardware or physical goods. CrowdStrike's supply chain consists of professional services, computing services, retail and promotional items, office supplies, event planning and marketing, and the leasing of facilities such as office space or data centers.



OUR EFFORTS AGAINST MODERN SLAVERY, HUMAN TRAFFICKING, & OTHER FORCED OR CHILD LABOR

Risk Assessment

In light of its business and supply chain, CrowdStrike poses a low risk of facilitating modern slavery, human trafficking, or other forced or child labor. CrowdStrike is aware of no actual or alleged modern slavery, human trafficking, or other forced or child labor in its business or supply chain and has no credible basis to believe it is occurring.

CrowdStrike has previously analyzed its supply chain and determined that its most significant risk would be:

- Utilizing suppliers of physical goods like office supplies or retail and promotional items that utilize forced or child labor in their manufacturing.
- Utilizing suppliers for event support, construction, facilities or food service that utilize forced or child labor to provide services.

CrowdStrike will continue cross-functional collaboration to assess and monitor supply chain risk and identify opportunities to improve its efforts to mitigate modern slavery, human trafficking, and other forced or child labor.

Policies

CrowdStrike's public facing [Doing Business with CrowdStrike](#) website states, "Respect for human rights is a commitment of CrowdStrike and we do not tolerate or condone any form of illegal labor. We expect all suppliers to treat employees with dignity and respect and comply with all applicable laws."

CrowdStrike also maintains a number of policies to ensure that it conducts business in an ethical and transparent manner.

The CrowdStrike [Code of Ethics and Business Conduct](#) ("Code") describes CrowdStrike's core values and its expectations for how CrowdStrike's should act when conducting business on CrowdStrike's behalf. CrowdStrike's include all employees, Board members and independent contractors. As stated in the Code, "CrowdStrike has a zero-tolerance policy regarding trafficking in persons and slavery. As required by law and pursuant to CrowdStrike policy, all CrowdStrike's are prohibited from engaging in any practice that constitutes trafficking in persons or slavery." CrowdStrike's policy on child labor and forced labor is based on International Labour Organization conventions and national laws. CrowdStrike's Code "explicitly bans the use of any forced labor or exploitative working conditions." Violations of the Code can result in discipline up to and including termination.



CrowdStrike is committed to fair and reasonable labor practices. CrowdStrike has policies and procedures in place to ensure that it timely pays its employees and contractors a competitive, fair wage; maintains humane and safe working conditions; and does not illegally require workers to exceed maximum hours of daily labor as set by local or national laws or regulations. CrowdStrike does not engage in physical abuse or discipline for its workers and does not tolerate harassment or unlawful discrimination in the workforce or workplace.

The CrowdStrike [Business Partner Standards](#) (“Standards”) reflect CrowdStrike’s fundamental expectation that its Business Partners will act in an ethical, courteous and responsible manner. These Standards apply to all CrowdStrike business partners, including channel partners, vendors, suppliers, consultants, and anyone else conducting business with or on behalf of CrowdStrike. These Standards also maintain CrowdStrike’s zero-tolerance policy for human rights offenses and requires CrowdStrike Business Partners to follow all applicable laws and regulations relating to human rights violations “such as human trafficking, child labor, forced or compulsory labor and involuntary prison labor.” All labor must be voluntary and Business Partners are expected to verify employee eligibility prior to employment. The Standards also require Business Partners to respect “employee rights relating to working hours and conditions, freedom of association, collective bargaining and the payment of fair compensation in line with local laws and regulations.” During FY23, CrowdStrike published its Standards in key languages based on where CrowdStrike operates: French, German, Italian, Japanese and Portuguese.

Supply Chain Due Diligence, Verification, Auditing, and Certification

CrowdStrike has made all its employees engaged in procurement aware of this statement. The CrowdStrike Supplier Management Policy defines the responsibility and basic guidelines for supplier selection and supplier record management. This policy requires Procurement to work with cross-functional teams, including Legal & Compliance, to select qualified suppliers in accordance with the Code and other CrowdStrike security and privacy policies and programs. If CrowdStrike determines that the supplier poses a heightened risk, CrowdStrike will avoid using the supplier or subject the supplier to additional risk assessment and oversight to ensure compliance with internal controls and applicable law.

In addition, per CrowdStrike policies, all prospective CrowdStrike customers and Business Partners are subject to due diligence that includes screening against over 750+ regulatory and disciplinary authority/government lists covering fugitives, exclusions, fraud warnings, debarments, sex offenses, among other risk indicators. This screening is automated via CrowdStrike systems integration with a third-party due diligence solution that is managed and monitored by CrowdStrike’s Legal Compliance and Third-Party Management teams. CrowdStrike’s channel partners are subject to enhanced due diligence that includes adverse media research scanning over two-hundred thousand global & regional media sources from over 240 countries.

As noted above, the CrowdStrike Business Partner Standards maintain CrowdStrike’s zero-tolerance policy for human rights offenses and require CrowdStrike Business Partners to follow all applicable laws and regulations relating to human rights violations such as human trafficking, child labor, forced or compulsory labor and involuntary prison labor. All labor must be



voluntary and Business Partners are expected to verify employee eligibility prior to employment. Compliance with these Standards is a condition of doing business with CrowdStrike.

In light of its minimal risk, CrowdStrike does not audit its suppliers or use a third party to verify that its supply chain is free from modern slavery, human trafficking, or other forced or child labor. CrowdStrike assesses that its actions to combat modern slavery are effective given that no actual or alleged modern slavery, human trafficking, or other forced or child labor has been reported in its business or supply chain. In the event such it receives such a report or other knowledge of slavery, trafficking, or forced or child labor in its supply chains, it will reassess the effectiveness of its efforts to combat these practices.

Training

CrowdStrike's policies are supported by mandatory and periodic employee training. All new hire employees are required to acknowledge review of and adherence with the Code. The employee acknowledgment is captured after completing mandatory Compliance Bootcamp training. Annually thereafter, employees are required to complete Compliance Refresher training and re-acknowledge the Code.

CrowdStrike has published Business Partner Standards training in its learning management platform available to CrowdStrike employees, contractors, and channel partners. CrowdStrike Procurement and Legal Compliance teams plan to expand the reach of the Business Partner Standards training via our public-facing Supplier Page and / or automated supplier onboarding communication. This project was delayed in 2022 and is now expected to be completed during the current fiscal year ending January 31, 2024.

CrowdStrike may develop specific training in the future should its risk profile increase.

Reporting Concerns

CrowdStrikers and Business Partners are expected to report violations of the Code, Business Partner Standards and/or law to CrowdStrike Legal, as stated in the policy documents and related trainings. CrowdStrike provides various methods to report concerns, including an anonymous reporting option via our third-party hosted Hotline accessible via CrowdStrike.com.

CrowdStrike has a stated policy against retaliation, and any employee who engages in retaliatory conduct faces discipline up to and including termination.

Social Impact

CrowdStrike's approach to social impact is rooted in striving to create meaningful, lasting change in the areas of diversity, equity and inclusion, securing our future, and caring for our world. To recognize the International Day for the Abolition of Slavery (December 2nd), CrowdStrike held a fundraiser for the Coalition to Abolish Slavery & Trafficking ("Cast"). Cast is a Los Angeles-based anti-human trafficking organization. Through legal, social, and advocacy services, Cast helps rehabilitate survivors of human trafficking, raises awareness, and affects



legislation and public policy surrounding human trafficking. CrowdStrike encouraged employees to utilize their \$100 match towards their donation. CrowdStrike also distributed fast facts on modern slavery and a link to the United Nations' website for more information and educational materials.

Approval

This statement has been approved by the directors of CrowdStrike UK Limited and CrowdStrike Australia Pty Ltd. That approval process by their directors constitutes their review of this statement and confirmation its representations are accurate.

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Michael Paul Forman

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Michael Paul Forman
Director