

# Modern Slavery Policy Statement

## CONCERNING THE FINANCIAL YEAR ENDING 31 JANUARY 2022

Databricks recognizes the modern trends and developments by governments around the world to highlight the role that companies are expected to play in eradicating modern slavery by introducing modern slavery legislation, regulation, and guiding frameworks (**'Modern Slavery Legislation'**).

This statement was published in September 2022 in accordance with such Modern Slavery Legislation by Databricks, Inc., to set out the steps taken in Databricks' fiscal year ending 31 January 2022 by Databricks, Inc., and its worldwide subsidiaries (including without limitation Databricks U.K. Limited) (**'Databricks'**) to effectively manage its modern slavery risks and strive to ensure that no form of modern slavery is taking place in its operations. This statement was prepared by the Databricks legal team, in consultation with key areas of the group's business.

## About Databricks

Databricks is the data and AI company. With origins in academia and the open source community, Databricks was founded in 2013 by the original creators of Apache Spark™, Delta Lake and MLflow. More than 7,000 organizations worldwide rely on Databricks to unify their data, analytics and AI. Databricks is on a mission to help data teams solve the world's toughest problems.

## What Is Modern Slavery?

'Modern slavery' is a term that encompasses issues such as people trafficking, forced labor, domestic servitude, slavery, and other forms of human exploitation. Databricks values have always been central to everything we do. The board of directors and management of Databricks, Inc., together with its worldwide subsidiaries, are committed to a work environment and supply chain that are free from human trafficking and slavery, and other practices inconsistent with global human rights standards.

## Operations, Supply Chain, and Risks

Databricks is headquartered in San Francisco, California, with offices and hundreds of partners and suppliers around the world, including in Europe, the Americas and Asia. Databricks had more than 20 offices in 11 countries and employed over 2,700 employees worldwide in 19 countries as of the fiscal year ending 31 January 2022.

Databricks does not have a complex supply chain, and the vast majority of our partners and suppliers are providers of consulting services, SaaS subscriptions and marketing services. Databricks does not directly manufacture or supply goods, supplies or physical services. Only a small percentage of Databricks' suppliers and partners provide hardware or physical services, and those are typically large national and global companies with established governance structures and their own corporate social responsibility programs, including in relation to modern slavery. This affords Databricks some assurance in engaging in those commercial relationships.

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Overall, due to the nature of Databricks' business and taking into account modern slavery risk factors, we have determined that our modern slavery risk is low. Nevertheless, we recognize such risks can exist for organizations across the globe, especially with regard to product manufacturing and physical operating requirements, and we continue to review our risk assessments, supply chain selection, management processes and policies with that in mind.

## Due Diligence

The vast majority of Databricks' partners and suppliers are technology and service vendors supplying consulting services, SaaS subscriptions and marketing services, as stated above. Databricks' technology vendors are subject to due diligence with respect to data privacy, security, and other legal and compliance matters.

## Our Policies and Training:

### GLOBAL CODE OF CONDUCT

Databricks' policies and position statements support human rights and labor standards, and these are integrated into our business. Databricks has adopted a Global Code of Conduct ('Code') which sets the baseline for the ethical standards and behaviors we expect from our employees, as well as from our partners and suppliers. It also sets out our policies around speaking up, ethical and responsible behavior, culture, integrity, working with government entities, communications, partnerships and contracting. Databricks also has standalone policies covering matters such as procurement, anti-bribery and corruption, background checks, health and safety, discrimination, harassment, and retaliation, all of which are referenced in the Code.

Databricks' employees are required to attend training from time to time on our Code's main requirements and other topics, including working with third parties, to help Databricks employees understand that Databricks does not condone or engage in slavery, servitude, or unfair employment practices.

Databricks also educates employees to expect partners, contractors, consultants, and others who may perform work or services for Databricks to follow the Code to the full extent it applies to their work with and on behalf of Databricks.

### ANTI-SLAVERY & HUMAN TRAFFICKING POLICY

Databricks will not tolerate or condone human trafficking or slavery, or any other similar practices, in any part of our global organization. It is for this reason that the Databricks Anti-Slavery & Human Trafficking Policy has been adopted and forms part of the Code, which policy is consistent with our core values to protect and advance human dignity and human rights in our global business practices and supply chains.

Databricks believes that compliance with the Code, including the Databricks Anti-Slavery & Human Trafficking Policy, will positively contribute to the performance of the organization as a whole and demonstrate our support for the aims of the Modern Slavery Legislation.

This Modern Slavery Policy Statement of Databricks and the Anti-Slavery & Human Trafficking Policy will be reviewed at least once each fiscal year and amended as necessary, including in the event of any significant changes to the legislation.

## Assessment of Policies and Effectiveness

We recognize the need to continually review the effectiveness of our policies and practices in preventing slavery and human trafficking within our business and our supply chains. We do not currently have in place any key performance indicators to measure the effectiveness of the steps being taken, but we will continue to monitor risks and develop and make progress on our approach.

Going forward, we intend to continue to engage with key suppliers to improve modern slavery risk awareness, review relevant policies and explore opportunities for collaboration and partnerships to combat modern slavery.

This Databricks Modern Slavery Policy Statement is approved by the board of directors of Databricks, Inc., on behalf of Databricks, Inc., on 7 September 2022, for the period 1 February 2021 to 31 January 2022.

Signed for and on behalf of Databricks, Inc.

**Ali Ghodsi**

*Director and Chief Executive Officer*

Date: 7 September 2022