



August 2020

Under the United Kingdom Modern Slavery Act of 2015, SurveyMonkey Inc. is required to publish a statement describing our efforts to prevent modern slavery and human trafficking in our own business and in our supply chain.

SurveyMonkey Inc., and its affiliates (including SurveyMonkey Europe Unlimited Company, incorporated in Ireland, and Usabilla Ltd., incorporated in England and Wales), are covered by this statement.

SurveyMonkey's *Code of Business Conduct and Ethics*, augmented by our *Global Anti-Corruption Policy*, and our *See Something — Say Something Policy*, helps us to maintain our guiding principles as a values-driven organization. These corporate conduct policies, and the training we use to deliver those policies to our team members, educate and reinforce how we must conduct business with honesty and integrity. The policies not only guide our team members on how to follow company policies, as well as applicable laws, rules and regulations, but also give them the tools to report any issues or concerns.

Through our contracting process we establish expectations with our suppliers that they must comply with all applicable laws and regulations. We further require our contractors and consultants comply with the standards in our *Code of Business Conduct and Ethics* and our *Global Anti-Corruption Policy*. If we discover any policy violations or issues related to modern slavery and human trafficking in our business or supply chain, then our Compliance Team and/or our Legal Department will investigate and determine further action.

We help prevent modern slavery and human trafficking in our business and supply chain by:

1. Evaluating where our business may be at risk for instances of modern slavery and human trafficking;
2. Conducting business with our suppliers under contracts requiring compliance with law;
3. Assessing potential suppliers as part of the onboarding process, including evaluating the risk each vendor, or category of vendor, poses, and periodically reviewing them; and
4. Educating our team members about our policies, both as new hires and periodically thereafter.

We will continue to review and refine our processes to help prevent modern slavery and human trafficking in our business and industry.

Lora Blum
Chief Legal Officer and Corporate Secretary