

MODERN SLAVERY ACT STATEMENT

Fiscal Year 2021:

Slack is committed to ensuring our business, and our supply chains, are free of acts of slavery and human trafficking. The United Kingdom Modern Slavery Act of 2015 requires businesses to publish a statement specifying the efforts taken to prevent slavery and human trafficking anywhere in their own business or their supply chain for each financial year of the organization. This statement constitutes Slack's Modern Slavery Act statement for the fiscal year ending January 31, 2021.

Our Business:

Slack is an enterprise level channel-based communication platform. With Slack, 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 UK Limited is part of the Slack Technologies, LLC, group of companies. Slack Technologies LLC is a Delaware corporation headquartered in San Francisco, California and is a wholly owned subsidiary of Salesforce.com, Inc.. Any reference to "Slack" is a reference to each Slack subsidiary, as we uphold the values set out in this statement, regardless of geographic location.

Our procurement team is based in the United States, and the suppliers supporting Slack core products are headquartered in the United States with infrastructure within EU member countries. Outside of our core product, our broader supplier ecosystem is comprised of suppliers from other countries including, but not limited to, UK, USA, Japan, India, South Korea, Czech Republic and various EU countries. Slack only uses reputable sources for goods and services and obtains anti-slavery commitments from any supplier that could be considered high-risk.

Based upon the nature of our business, which provides enterprise level software-as-a-service to other business and organizations, there is low risk of slavery and human trafficking taking place. However, Slack is vehemently opposed to the trafficking of persons or use of any form of slavery and has taken steps to assess and manage that risk.

Policies:

Slack complies with all applicable laws and regulations and is committed to preventing any form of modern slavery in our business. As such, our policies set forth our values and explain how those values impact the way we do business worldwide.

Slack's Code of Conduct

Slack operates in many countries around the world with varying laws, regulations, and customs, and 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 prohibits involuntary labor and human trafficking. 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 upon hire and annually thereafter on Slack's Code of Conduct.

Supplier Code of Conduct

We operate in many countries and are subject to different laws, customs, and practices, and as such we depend on our suppliers and other business partners to act in the same accord. The [Supplier Code of Conduct](#) is incorporated into Supplier Contracts and Slack reserves a contractual right to terminate any Supplier relationship for cause without a right to cure if a supplier violates this standard. Finally, Slack conducts an annual review of its standards for suppliers, and reserves rights to compel suppliers to take remedial action as required.

Slack's Due Diligence Actions:

- Slack analyzes and researches all suppliers prior to on-boarding and sets clear expectations as to appropriate conduct using its Supplier Code of Conduct. Slack also maps the supply chain 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.
- Slack reviews the effectiveness of its processes in ensuring that slavery and human trafficking is not taking place, by performing risk assessments to outline and asses any areas of risk in its business or supply chains. Additionally, we have established a reporting and grievance procedure to ensure that where modern slavery is uncovered, it is remediated appropriately. Finally, all procurement related policies and procedures are reviewed annually to ensure an appropriate governance system is in place.

Approved by and signed for and on behalf of the Board of Directors of Slack Technologies, LLC. and Slack Technologies Limited

Signature:  AD5DB5C9450942F...

Name: Brandon Zell
Title: Chief Accounting Officer and Controller
Slack Technologies, LLC
Date: 10/22/2021

Signature:  B63CEA7D045D477...

Name: Maeve Corcoran
Title: Director
Slack Technologies Ltd
Date: 10/22/2021