

Smartsheet  
UK Modern Slavery Act Statement  
2020

## UK Modern Slavery Act Statement

The United Kingdom Modern Slavery Act of 2015 was created to define the opposition to modern slavery and trafficking in the UK. It requires businesses to publish a statement annually. In this statement, the efforts to prevent slavery and human trafficking within the business or within the supply chain are outlined.

Smartsheet is a global leader in collaborative work management software. Over 83,000 brands, and millions of information workers, trust Smartsheet to help them accelerate business execution and address the volume and velocity of today's collaborative work. Smartsheet is used by over 70% of the Fortune 500 and maintains rich data integrations with mission-critical applications from Microsoft, Google, Salesforce, Atlassian, and many others. Smartsheet was founded in 2005, is headquartered in Bellevue, Washington, USA, and has major office locations in Boston, Edinburgh, London, and Sydney. Smartsheet is publicly traded on the New York Stock Exchange (NYSE: SMAR), and has over 1,500 employees globally, with customers in more than 190 countries.

Smartsheet is committed to ethical and law-abiding workplace practices and business dealings, both internally and with our suppliers, vendors, and partners. Valid authorization to work is required for all new hires. To the extent that we should ever become aware of fabricated, fraudulent, or falsified work authorization documentation we would take appropriate measures up to and including notifying proper authorities. Our employee code of conduct, which all employees must read and acknowledge, requires ethical business practices and compliance with applicable laws. As a public company, employees are also provided guidance for escalating grievances and complaints through appropriate channels without fear of retaliation. This includes a third-party whistleblower hotline for reporting financial and other suspected wrongdoing.

When engaging with suppliers and vendors, Smartsheet seeks to work with ethical and law-abiding companies and, to this end, Smartsheet requests contractual commitments from our suppliers and vendors to comply with all applicable laws, including any and all applicable anti-forced labor, anti-discrimination, and anti-harassment laws. Similar to internal practices, should Smartsheet ever become aware of violations, we will seek an appropriate legal response up to and including notification to authorities and termination of the relationship.



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