



# **Anti-Slavery and Human Trafficking Statement pursuant to the UK Modern Slavery Act**

At Pendo, we build and develop our cloud-based software to help our customers improve their businesses, make product-led decisions, and to help understand and better engage with their customers.

## **Organizational Structure and Supply Chain**

Pendo.io, Inc., a Delaware corporation headquartered in the United States, is a global provider of product analytics software services in the technology sector with over 800 employees worldwide. The group includes wholly-owned subsidiaries and offices in the UK, Israel, Japan and Australia. Our wholly owned subsidiaries, including Pendo.io UK Ltd., are included in this declaration, but do not require individual statements pursuant to the UK Modern Slavery Act.

Our relationship with our suppliers is a critical aspect of Pendo's business. We are committed to fostering an environment of partnership, transparency, trust, respect, and ethical conduct in our business endeavors with our suppliers. Through our procurement function, we share our expectations of our suppliers that are outlined in the Pendo Vendor Code of Business Conduct and Ethics (the "Code"). We expect our suppliers to establish and implement policies and procedures that ensure compliance with Pendo's Code and all applicable laws and regulations.

## **Pendo Policies on Slavery and Human Trafficking**

Pendo's Code establishes the foundation for Pendo's global operations and our commitments to high standards of integrity, ethics and legal compliance. The Code provides Pendo employees guidance on Pendo's expectations for their conduct and laws that are, or may be, applicable to that conduct, such as anti-corruption and modern slavery laws. After undergoing training and review of the Code, all Pendo employees attest to and sign our Code. In addition, our employee handbook supplements and reinforces the Code. Further, our Whistleblowing policy provides an avenue for our employees to report any violations of our Code or matters of law, including the UK Modern Slavery Act.

## **Supplier Adherence to Our Values**

We have zero tolerance for slavery and human trafficking. As previously noted, to help ensure those in our supply chain comply with our values, we require them to comply with all applicable laws, including all labor and immigration laws. We do not support or transact with any business that is knowingly involved in any form of slavery and/or human trafficking and will take the steps detailed below to help ensure transparency within our business and supply chain. All of our material suppliers are United States-based, most of whom publish their own UK Modern Slavery Act statements.

## **Due Diligence and Risk Management**

Pendo's on-boarding process for suppliers includes a cross-functional approach. Our legal,

privacy, IT and security teams undertake due diligence on each supplier prior to entering into a contractual relationship. Additionally, all suppliers are required to enter into legal terms and conditions with Pendo which require compliance by the supplier with all applicable laws (which include laws relating to slavery and human trafficking). As part of Pendo's annual security audit, all ongoing SaaS vendors' policies are reviewed generally (though not specifically focusing on slavery and human trafficking).

In addition to the afore-mentioned efforts, we intend to continue to monitor the risk landscape within the context of Pendo's core operations and adapt mitigation actions accordingly and expand our training and capacity-building efforts as appropriate.

## Effectiveness

In an effort to monitor the effectiveness of our efforts to prevent modern slavery and human trafficking, Pendo will continue to conduct annual Code of Conduct training and certification and investigate any allegations or reports of misconduct.

This is our statement related to this matter for Fiscal Year 2026, ending January 31, 2026 and has been reviewed and approved by our Board of Directors in Feb 12 2025.

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*Todd Olson*

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Todd Olson, Chief Executive Officer