

## **Cockroach Labs Group - Modern Slavery Act Transparency Statement For the financial year ended January 31, 2024**

Cockroach Labs, Inc. and its subsidiaries (for the purposes of this statement "**Cockroach Labs**") is committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or in any of our supply chains.

Cockroach Labs is an equal opportunities employer. We are committed to ensuring that everyone we deal with is treated with dignity and respect and that the way we conduct our business deters any form of modern slavery which may occur in our own business or that of our suppliers and service providers.

### **Our business**

Cockroach Labs is the company behind CockroachDB, a leading cloud-native, distributed SQL database that provides next-level consistency, ultra-resilience, data locality, and massive scale to modern cloud applications cross-channel.

Cockroach Labs, Inc. is the parent company of the Cockroach Labs Group and has its head office in New York, NY. The Cockroach Labs Group employs over 400 people worldwide and has offices in Austin, Canada, the United Kingdom and India. We also operate a hybrid model and have employees across many states in the USA. Our physical supply chains are minimal as we are a software platform.

Our practices are to ensure all members of our workforce are treated equally, with dignity and respect, wherever in the world they are based. We also recognise that our operations mean working with partners in a variety of jurisdictions, and as such we must be alert to the risks which may arise in each case.

### **Our practices**

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business. We have implemented an Employee Handbook which includes policies on Equal Employment Opportunity and Reasonable Accommodations and a global Code of Conduct which applies to all employees and directors and must be acknowledged by employees on an annual basis. These policies ensure that it is clear that respecting diversity and individual rights of those both within our business and those who we partner with is essential to how we work.

Employees are informed of the processes they should follow to raise concerns or issues regarding our internal practices and external supply chains.

### **Supply chain due diligence**

Cockroach Labs has taken steps to identify, assess, and monitor potential areas of risk in relation to our supply chains and continues to do so on an ongoing basis. The nature of our business means that our supply chains are limited in nature, but we have procedures in place to ensure effective due diligence is carried out on suppliers to achieve and maintain high standards. We also require that our working practices are such that all staff are treated with dignity and respect in a fair and ethical environment.

### **Identifying risk**

Cockroach Labs has taken steps to identify the area of its business and its supply chains that are most at risk and this is done on a case-by-case basis.

Cockroach Labs aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their



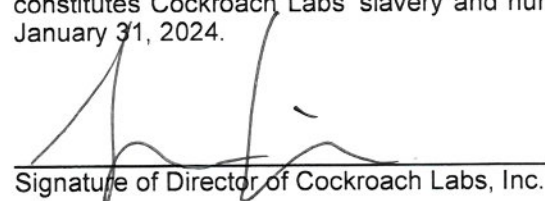
suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains.

In addition, suppliers that fail to meet Cockroach Labs' expectations are expected to take immediate corrective action. If we found that a supplier had failed to implement such actions and were non-compliant, this would lead to the termination of the supplier relationship. Employees who violate Cockroach Labs' policies are likely to be subject to disciplinary action up to and including termination of employment.

### Training & Communications

Our staff receive on-boarding training sessions and are issued with our Employee Handbook and Code of Conduct which set out Cockroach Labs' policies on ethical behaviour.

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes Cockroach Labs' slavery and human trafficking statement for the financial year ending January 31, 2024.



Signature of Director of Cockroach Labs, Inc.

7.08.2024  
Date