

# Snap Inc. Statement Against Human Trafficking and Slavery

Snap Inc. and its subsidiaries categorically do not tolerate human rights violations – including but not limited to slavery, servitude, forced or compulsory labor, and human trafficking – in our own operations, our supply chain, or our partnerships. To this end, we have established a multi-level approach to evaluate and eradicate risks related to slavery, forced labor, and human trafficking. This statement reflects our progress during the 2025 fiscal year.

**Policies.** Our supplier commitment and expectations are memorialized in our [Supplier Code of Conduct](#), which incorporates the Responsible Business Alliance’s (RBA) Code of Conduct. The Code requires suppliers to (1) commit not to use slavery, servitude, forced or compulsory labor, and human trafficking; (2) ensure that their own suppliers follow the same rules; and (3) allow us to perform onsite assessments to verify compliance. All Snap employees are also required to follow our [Global Code of Conduct](#), which affirms our respect for and promotion of human rights, and prohibits violations of law, including labor and employment laws.

**Due Diligence.** We conduct a due diligence assessment on our suppliers at onboarding and on a continuous basis. As part of this assessment, we review the supplier’s risk profile based on the nature of the goods or services provided, geographic location, and other relevant factors. Higher risk suppliers are assessed for social, environmental, and ethical risks, including modern slavery. Depending on the results of the diligence assessment, we may introduce additional control measures. We share our Supplier Code of Conduct with all suppliers in our hardware supply chain as part of their onboarding.

**Training.** We provide mandatory training to all employees who interact with our supply chain. This training underscores our stand against slavery, servitude, forced or compulsory labor, and human trafficking. It also helps our employees recognize red flags and provides information on how to report human rights violations at supplier sites.

**Monitoring and Verification.** We conduct risk analyses across jurisdictions where we do business and where our suppliers provide services to Snap to help detect signals of human rights violations. We conduct risk-based onsite assessments through a third party

to validate supplier compliance with legal requirements, our Supplier Code of Conduct, and RBA's best practices. Where issues requiring remediation are identified, we engage third parties to institute corrective action plans and implement processes to maintain compliance.

**Reporting Concerns.** We provide multiple reporting channels to our employees and extended workforce, including the [Snap Helpline](#), which allows anonymous reporting where permitted by local laws. Reporting channels are publicized in our Global Code of Conduct, Supplier Code of Conduct, internal policies, communications, and training. Snap strictly prohibits retaliation against anyone who raises a concern in good faith.

This statement is signed by the CEO of Snap Inc. on behalf of the Snap Inc. Board of Directors.

A handwritten signature in black ink, appearing to be 'Evan Spiegel', is written on a light gray rectangular background.

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Evan Spiegel, Chief Executive Officer  
June 8, 2026