

Snap Inc. Statement Against Human Trafficking and Slavery

Snap Inc. categorically does not tolerate human rights violations – including but not limited to slavery, forced 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 2024 fiscal year.

Policies. Our Supplier commitment is 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, forced 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 work, 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 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, forced labor, and human trafficking. It also helps to ensure that our employees will be able to recognize, and will know how to report, any human-rights violations and red flags at supplier sites.

Monitoring and Verification. We conduct risk analyses across countries where we do business 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. We institute a

remediation process to ensure that suppliers close out any issues identified and implement processes to sustain 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. We promote ways to report a concern in our Global Code of Conduct, Supplier Code of Conduct, internal policies, communications, and training.

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 'ES', on a light gray rectangular background.

Evan Spiegel, Chief Executive Officer
May 19, 2025