

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, in our supply chain, or in 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 2022 fiscal year.

Policies. Our Supplier commitment is memorialized in our [Supplier Code of Conduct](#). The Code requires suppliers to commit not to use slavery, forced labor, and human trafficking; to ensure that their own suppliers follow the same rules; and allow us to conduct audits to ensure 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 risks. Depending on the results of the diligence assessment, we may introduce additional control measures. We contractually require suppliers in our supply chain to comply with the Supplier Code of Conduct 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-based third-party onsite assessments to validate supplier compliance with legal requirements and our Supplier Code of Conduct. We institute a remediation process to ensure that suppliers close out any issues identified and implement processes to sustain compliance.

Reporting Concerns. We offer multiple reporting channels to our employees and extended workforce, including the [Snap Helpline](#) that gives an option to report anonymously as permitted by local laws. We promote ways to report a concern in our employee 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 'Evan Spiegel', written in a cursive style.

Evan Spiegel, Chief Executive Officer
June 1, 2023