



MODERN SLAVERY ACT STATEMENT

Introduction

The United Kingdom Modern Slavery Act 2015 requires certain businesses to publish a statement specifying their efforts to prevent slavery and human trafficking within their business and supply chain. This statement constitutes Airtable's Modern Slavery Act Statement for the fiscal year ending January 31, 2024.

Our Business

Airtable makes it radically simple to design and deploy flexible and engaging business applications that power critical workflows and make valuable data actionable across the enterprise. It is trusted by teams at over 500,000 organizations, including 80% of the Fortune 100, who have built over 50 million applications to run their operations. Today, Airtable has scaled up to power mission-critical enterprise use cases and has become the fastest and most intuitive way to accelerate operations with AI.

Formagrid Inc, which does business as Airtable, is headquartered in San Francisco, California. It is the parent company of Formagrid UK Limited, Formagrid Canada Limited, and Formagrid Australia Pty Ltd, which support Formagrid Inc's business in the United Kingdom, Canada, and Australia, respectively. For the purposes of this statement, any reference to "Airtable", "we", or "our" is a reference to Formagrid Inc and each of its subsidiaries, all of which uphold the values set forth in this statement, regardless of geographic location.

Our procurement team, and the suppliers supporting Airtable's core products, are based in the United States. Our broader supplier ecosystem is composed of suppliers from the United States and other countries, including, but not limited to, the United Kingdom, Honduras, Romania, India, the Philippines, and various countries within the European Union.

Assessing and Managing Risk

Based on the nature and structure of our business, the location of our suppliers, and the industries in which we operate, we believe that the risk of slavery and human trafficking within our business and supply chain is low. However, we are committed to upholding the highest standards of business ethics and are vehemently opposed to human trafficking and any form of slavery. Accordingly, we have taken steps to assess and manage this risk, including the adoption of policies that set forth our values and govern the way we do business.

Airtable's Code of Conduct documents our commitment to act with integrity in all aspects of our business. It provides our employees, directors, officers, and independent contractors (collectively, "Airtable Personnel") with requirements for conducting business on behalf of Airtable, offers guidance to support daily actions and decision making, and sets standards for our customers, vendors, and other partners.

Among other things, our Code of Conduct sets out Airtable's commitment to respecting human rights and ensuring that Airtable Personnel and suppliers do so as well. It states our opposition to human trafficking and the use of any form of slave labor. And it makes clear that Airtable will not tolerate bribery or other corrupt practices by Airtable Personnel or others with whom we do business.

Airtable Personnel who become aware of a violation (or potential violation) of the Code of Conduct are required to report the issue as soon as possible. We offer several reporting channels, including a third-party website through which reports may be made anonymously. Any allegations of slavery or human trafficking will be thoroughly investigated by, or at the direction of, our Legal team.

Our Code of Conduct has been approved by our board of directors. Every employee who joins Airtable is trained on the Code of Conduct, and employees are required to review and acknowledge the Code of Conduct upon joining Airtable and on an annual basis thereafter.

We have developed standards, processes, and procedures to monitor and review the effectiveness of our Code of Conduct and other internal policies. We provide training on these policies, and we review and revise them regularly (and at least annually). We also review the effectiveness of the processes that we rely on to ensure that slavery and human trafficking are not occurring.

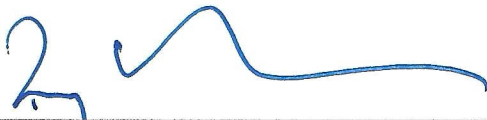
Supplier Due Diligence

Airtable uses only reputable sources of goods and services. We analyze all suppliers prior to onboarding to understand the nature of the supplier, the goods and services to be procured, and any legal, security, or compliance risks the supplier may pose. We regularly review our procurement policies and procedures to ensure an appropriate due diligence and governance system is in place.

If allegations of slavery or human trafficking within our supply chain were to arise, we would immediately conduct an inquiry and take appropriate action, including seeking to terminate our relationship with the supplier and making a report to relevant authorities as required. We expect our suppliers to comply with all applicable laws, and where appropriate, we include provisions in our supplier agreements specifically requiring compliance with modern slavery laws.

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This statement was approved by Formagrid Inc's Board of Directors and signed on its behalf by Formagrid Inc's Head of Legal.



Ryan Marks
VP, Head of Legal
Formagrid Inc dba Airtable
July 29, 2024