

Introduction

At HackerOne, we are committed to upholding our values of **Default to Disclosure, Win as a Team, Lead with Integrity, Execute with Excellence, and Respect all People**. These values guide our mission, vision, internal operations, and business partnerships to ensure that we stay true to who we are as a company. As a leader in an industry striving to make a safer Internet, we recognize that we also have an opportunity to make the world safer for everyone. HackerOne acknowledges the grave global issue of human trafficking, modern slavery, and other forced or child labor, and the devastating impact it has on individuals, communities, and society as a whole. In alignment with HackerOne's core values, this Modern Slavery Statement outlines the Company's commitment to combating human rights abuses and ensuring that our business activities—both within our organization and throughout our supply chain—do not contribute to or perpetuate such heinous practices.

—Mårten Mickos
Chief Executive Officer of HackerOne Inc.

About HackerOne

HackerOne Inc. was incorporated in 2013, and is headquartered in San Francisco, California. The mission behind HackerOne has been simple and unwavering: make the Internet safer. Today, HackerOne is a global leader in cybersecurity attack resistance management. HackerOne's technology platform provides opportunities for highly-skilled technical and cybersecurity researchers to connect with companies of all sizes across different industries to help find and close gaps in the digital attack surface. HackerOne's offerings also include development and delivery of cybersecurity services to companies worldwide.

Making the Internet safer is a meaningful mission, but it is not one that HackerOne can accomplish alone. We are committed to developing ethical business partnerships and we recognize the important role our suppliers play in providing goods and services that contribute to the Company's operations. HackerOne's supply chain consists of services, data centers, computing services, promotional items, office supplies (including laptops and monitors), event planning and marketing, and the leasing of facilities such as office space.

Policies

HackerOne has appropriate policies in place that underpin the Company's commitment to ensuring no modern slavery, human trafficking, or forced or child labor is occurring in its business operations or supply chains. These policies include:

- Code of Conduct

- Employee Handbook

The Company will review and update these policies on a continuing basis.

Due Diligence Process

HackerOne has zero tolerance when it comes to slavery, human trafficking, and forced or child labor. Because of the nature of HackerOne's business and supply chain, HackerOne poses a low risk of facilitating modern slavery, human trafficking, or other forced or child labor. Based on reasonable review, Hackerone is not aware of actual or alleged modern slavery, human trafficking, or other forced or child labor in its business or supply chain and has no credible basis to believe such activities are occurring.

As part of the Company's initiative to identify and mitigate risk in our supply chain , HackerOne has taken the following steps:

- Audit of active suppliers;
- Implementation of supply chain compliance policies and processes targeted to assess and mitigate risk of modern slavery, human trafficking, or other forced or child labor; and
- Annual training on identifying and preventing modern slavery, human trafficking, or other forced or child labor.

HackerOne also has systems in place to:

- Identify and assess potential risk areas in the Company's supply chains.
- Mitigate the risk of slavery, human trafficking, and child or other forced labor occurring in the Company's supply chains.
- Monitor potential risk areas in the Company's supply chains.
- Protect whistleblowers.

Hackerone will continue to engage in cross-functional collaboration to assess and monitor supply chain risk and identify opportunities to improve its efforts to mitigate modern slavery, human trafficking, and other forced or child labor.

Training

To ensure a high level of understanding of the risks and detrimental effects of modern slavery, human trafficking, and forced or child labor in HackerOne's supply chains and business, the Company provides training to all employees and contingent workforce team members. This training is conducted annually.

Additionally, all HackerOne team members are required to review and acknowledge their compliance with the HackerOne Code of Conduct. HackerOne may develop additional specific training in the future and will update this statement accordingly.

Reporting Concerns

HackerOne and its business partners are expected to report violations of HackerOne's Code of Conduct and/or other violations of law to HackerOne's [Ethics Reporting Form](#), which allows for anonymous reporting.

HackerOne has a stated policy against retaliation, and any HackerOne team member determined to have engaged in retaliatory conduct will be subject to disciplinary action up to and including termination.

Continuous Improvement

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains, we intend to continually measure effectiveness of our programs, and periodically assess and evaluate our Company's actions and partnerships to identify and implement additional actions to combat slavery, human trafficking, and forced or child labor.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and represents the slavery and human trafficking statement of HackerOne Inc. and its subsidiaries for the financial year ending February 2025. It was approved by HackerOne's board of directors on June 13, 2024.