



Smartsheet  
Australian Modern Slavery Act  
Statement  
2022



## **Australian Modern Slavery Act Statement**

The Australian Modern Slavery Act 2018 (the “Act”) requires businesses to publish an annual statement specifying the efforts taken to prevent slavery and human trafficking anywhere in their own business or their supply chain. This statement is Smartsheet’s global statement on modern slavery and constitutes Smartsheet’s Modern Slavery statement in accordance with the Act. This Modern Slavery Statement is made on behalf of Smartsheet Australia Pty Ltd (ACN 635 889 271) for the fiscal year ending January 31, 2021.

Smartsheet is a global leader in collaborative work management software, and empowers our customers of all sizes to plan, capture, automate, and report on work at scale. Thousands of brands, and millions of information workers, trust Smartsheet to help them accelerate business execution and address the volume and velocity of today’s collaborative work. Smartsheet is publicly traded on the New York Stock Exchange (NYSE: SMAR) and used by a multitude of Fortune 500 corporations worldwide and maintains rich data integrations with mission-critical applications from Microsoft, Google, Salesforce, Atlassian, and many others. Smartsheet was founded in 2005, is headquartered in Bellevue, Washington, USA, and has major office locations in Boston, Edinburgh, London, and Sydney.

Smartsheet is committed to ethical and law-abiding workplace practices and business dealings, both internally and with our suppliers, vendors, and partners. Valid authorization to work is required for all new hires onboarding with our Smartsheet Inc., Smartsheet AUS, and Smartsheet UK entities. To the extent that we should ever become aware of fabricated, fraudulent, or falsified work authorization documentation we would take appropriate measures up to and including notifying proper authorities. Our Employee Code of Business Conduct and Ethics (“Code”), which all employees must read and acknowledge, requires ethical business practices and compliance with applicable laws. As a public company, employees are also provided guidance for escalating grievances and complaints through appropriate channels without fear of retaliation. This includes a third-party whistleblower hotline for reporting financial and other suspected wrongdoing.

When engaging with suppliers and vendors, Smartsheet seeks to work with ethical and law-abiding companies and, to this end, Smartsheet requests contractual commitments from our suppliers and vendors to comply with all applicable laws, including any and all applicable anti-forced labor, anti-slavery, antidiscrimination, and anti-harassment laws.

Similar to internal practices, should Smartsheet ever become aware of violations, we will seek an



appropriate legal response up to and including notification to authorities and termination of the relationship.

Smartsheet conducts the following standards and practices to ensure forced labor, child labor, modern slavery and human trafficking do not exist in our workplace or in our supply chain. Our relevant practices include:

- **The Smartsheet Code of Conduct.** Our Code clearly sets expectations and guidance to all Smartsheet personnel worldwide when conducting Smartsheet business. Smartsheet also expects such personnel to ensure that agents, contractors, consultants, and suppliers conform to the standards of this Code when working on Smartsheet's behalf.
- **Smartsheet Vendor Code of Conduct.** Smartsheet is committed to ensuring that any company, supplier, firm, or contractor that provides a good, product, or service to Smartsheet adhere to the highest ethical standards. Smartsheet endeavors to have each vendor commit, through our online portal, to ethical business conduct such as providing a safe working environment, no forced or slave labor, no human trafficking, and to treat all individuals with respect.
- **Training and Awareness.** All Smartsheet employees are required to read and understand the Code, trained on the expectations of the Code annually, and acknowledge they will adhere to the Code while employed at Smartsheet.
- **Reporting Concerns.** Smartsheet offers a whistleblower hotline for all personnel who may report any violations of the Code or any other company policy anonymously
- **Assessing Modern Slavery Risk.** Smartsheet manages the effectiveness of the actions the business is taking to address modern slavery risks in our business and supply chain by auditing our internal governance processes. Our People Partnerships team in Australia conducts various forms of due diligence exercises to ensure compliance with laws and internal policies. Smartsheet continuously reviews and updates our such policies to mitigate risks of modern slavery.

This statement was approved by the board of directors of Smartsheet Australia Pty Ltd.

DocuSigned by:  
Handwritten signature of Kara Hamilton in black ink, enclosed in a blue DocuSign signature box.

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Kara Hamilton

Director, Smartsheet Australia Pty Ltd. (ACN 635 889 271)