



Algolia

Transparency in Supply Chain Statement for the fiscal year ending 31 January 2022

1. Introduction

- 1.1 Algolia, Inc. is committed to preventing modern slavery and human trafficking in its businesses and supply chains, and those of its subsidiaries (together "**Algolia**").
- 1.2 In accordance with its obligation under the Modern Slavery Act 2015 (the "**2015 Act**"), Algolia sets out below a statement of the steps Algolia has taken in the last fiscal year to ensure slavery and human trafficking is not taking place in any part of its business or in any of its supply chains.
- 1.3 Although Algolia's UK subsidiary, Algolia Limited, does not itself meet the criteria to make an annual modern slavery statement pursuant to s.54 of the 2015 Act, this statement includes actions taken in respect of Algolia Limited as part of Algolia.

2. Our business

- 2.1 Algolia is a search and discovery cloud platform business. We help other businesses build and optimise the search and discovery experience of their products or services, including to generate profitable growth. Customers around the world use Algolia to unleash the power of search across their digital properties. Algolia currently powers approximately 1.5 trillion searches a year.
- 2.2 Algolia is headquartered in San Francisco with offices in Paris, London, Tokyo, New York, Austin, Bucharest and Atlanta.
- 2.3 Algolia's workplace strategy, Hybrid Remote, is designed to harness the power of the opportunities that remote work offers. The majority of our employees will be able to choose if, and when, they come into an office on a regular basis. There will be times when our people are asked to come into an office for "*moments that matter*," activities such as critical planning meetings and team social gatherings. Beyond those events, 80% of our workforce may choose the location from where they work in the country in which they were hired.

3. Our supply chains

- 3.1 As a software as a service/cloud platform company, Algolia's direct supply chains are relatively limited as our products and services are created by our development teams. However, we do engage with certain vendors as part of our business and we have a Guide on Vendor Engagement which oversees that engagement. This guide has been in place throughout 2021. In accordance with this guide, we complete legal and compliance due diligence where appropriate before committing to engage with a vendor. To date, we have not identified any modern slavery issues with the vendors we have engaged or their supply chains.

4. Our policies and contractual controls

- 4.1 Algolia has, throughout 2021, also had in place a Code of Conduct. This includes a requirement to behave ethically at all times and in all business transactions. The Code of Conduct sets out Algolia's commitment that it will deal with Algolia personnel, customers, suppliers, partners, investors, competitors, and government authorities ethically - which means honestly, fairly and responsibly. We believe that acting ethically is the right thing to do and that operating in an ethical manner is essential to maintaining relationships with our customers, suppliers, partners, investors, and others' respect, confidence, and trust in us. Ultimately, ethical behaviour is the foundation to our success in achieving our business objectives and we recognise it is in our best interest to set high standards for ourselves at all times and to align ourselves with agents, representatives, suppliers and partners who have similar high standards

of business conduct. To this end, our Code of Conduct requires that we always keep in mind that in deciding among competing suppliers, we must weigh the facts impartially to determine the best supplier. Our Guide for Vendor Engagement includes detailed guidance and information on this.

- 4.2 Our Code of Conduct also requires that we comply with all applicable laws, rules and regulations in the jurisdictions in which Algolia operates and requires all supervisory and managing directors, officers and employees of Algolia and the contractors we engage with to always act with integrity and honesty, to abide by the law, and to uphold Algolia's good reputation.
- 4.3 All Algolia staff, and any person that carries out work for Algolia, is expected to act in accordance with our policies and procedures, including the Code of Conduct. Algolia has investigation and disciplinary procedures in place to investigate any potential breaches of policies and procedures.
- 4.4 Algolia also has a "All Voices" whistleblowing procedure through which concerns, including relating to modern slavery, can be raised.
- 4.5 We consider that adherence to and compliance with our policies and procedures, including the Code of Conduct, should reduce the risks of modern slavery occurring in our business or supply chains.

5. Training

- 5.1 Every new hire receives a Values 101 training session with Algolia, Inc.'s CEO. The training informs new employees of the values and culture of Algolia.

6. Risk assessment and due diligence

- 6.1 Algolia is not aware of any slavery or human trafficking issues within its business or supply chains. In the last fiscal year, no potential issues of this type have been identified or reported through internal reporting channels, audit processes, whistleblowing or otherwise. Algolia has not received any information indicating that there may be any such issues with any of its suppliers or their supply chains.
- 6.2 On this basis, and given our main activities are providing a subscription-based search and discovery services, we consider the risk of slavery or human trafficking for Algolia in its business and its supply chain continues to be low. However, we recognise that business operations such as sourcing of electrical equipment and cleaners for our offices are types of activity that can give rise to modern slavery risks.
- 6.3 Algolia is committed to preventing slavery or human trafficking in its business or supply chains. As such, should any potential issue be identified, Algolia will act swiftly to investigate and, where appropriate, take responsive actions.
- 6.4 This statement is made for the fiscal year ending 31 January 2022. This statement was approved by Algolia, Inc.'s General Counsel on January 14, 2022, and ratified by the Board of Directors of Algolia, Inc. on March 10, 2022.
- 6.5 This statement was signed by Algolia, Inc.'s Chief Executive Officer effective as of March 10, 2022 upon ratification by the Board of Directors of Algolia, Inc.:

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