



# Modern Slavery Act

## Transparency Statement



## Introduction

This statement is made on behalf of Sprinklr, Inc. and its subsidiaries ("Sprinklr"). We are publishing this statement in accordance with the Modern Slavery Act 2015 as a demonstration of our commitment to anti-slavery practices and an affirmation of the values we hold and adopt across our business.

Sprinklr is dedicated to ensuring that the way we conduct our business reflects our values and our belief that everyone should be treated with dignity and mutual respect in an environment that is free from harassment and discrimination. We are committed to practices that combat modern slavery and human trafficking, and to working with and encouraging any suppliers to uphold the principles in this statement. This is further evidenced by our Code of Conduct and Ethics, compliance of which is mandatory.

## Our organizational structure and business

Sprinklr is the most complete social media management system for the enterprise. We help the world's largest brands do marketing, advertising, care, sales, research, and commerce on Facebook, Twitter, LinkedIn, and 21 other channels globally – all on one integrated platform

Sprinklr, Inc. is the ultimate parent company of Sprinklr and is headquartered in New York, New York, USA. We operate and have subsidiaries all over the world.

## Our employees

We are committed to maintaining a fair and ethical workplace for all our staff, free of bullying, harassment, discrimination and violence. We prohibit the use of all forms of forced labor and any form of human trafficking.

Our Global Code of Conduct and Ethics provides:

- That employees of Sprinklr must treat everyone honestly and courteously at all times;
- That employees of Sprinklr must respect diversity, even when our cultures or ideas may differ; and that
- That it is the responsibility of each employee of Sprinklr to make a report if there is a suspected violation of human rights. This includes any act of retaliation that may be witnessed as the result of colleagues standing up for their rights or the rights of others.

We also ensure compliance with all applicable employment legislation relating to employee recruitment and terms and conditions, including obtaining right to work evidence and ensuring that no staff in our global offices are paid less than the applicable national minimum or living wage.



## Our supply chains

As a social media management system, Sprinklr does not have an active supply chain of consequence, being limited largely to software, office equipment and supplies. As such, the risk of modern slavery existing within our supply chain is low. Sprinklr does, however, remain vigilant and monitors the level of risk involved through any of our supply chains and will take appropriate measures if a higher risk of modern slavery is deemed to exist. As explained further in this statement, we take a number of steps during the financial year to ensure that slavery and human trafficking is not taking place in any of our supply chains, and in any part of our business.

## Our policies in relation to slavery and human trafficking

We have implemented policies as part of our commitment to ethical business practices and the abolition of all forms of slavery and human trafficking. In addition to our Global Conduct of Conduct and Supplier Code of Conduct, we have clearly set our intent out in Sprinklr's Ethical Philosophy. As such, employees are required to conduct business in a way that is fair, ethical and honest and in compliance with all applicable laws and regulations.

We are also certified annually by Ecovadis, whose CSR analysis system covers twenty-one (21) criteria across the four (4) themes of Fair Labor & Human Rights, Ethics, Environment and Sustainable Procurement. Their assessment methodology is built on international CSR standards, including the Global Reporting Initiative and the United Nations Global Compact, of which Sprinklr is also a signatory.

Further details of the Ecovadis certification can be found at <https://ecovadis.com/>.

## Vendors

We expect all our contractors, suppliers and other business partners to uphold the same high standards of Sprinklr, by ensuring all employees and workers are treated with dignity and respect in a fair and ethical environment. We endeavor to review potential areas of risk in relation to our business and where applicable, in respect of suppliers, consider the nature of what is being supplied and the location from where it is being supplied. We will continue to manage any risks identified, building on the principles and targets of our Procurement Process.

## Training

It is important to us that our employees are aware of the issues surrounding modern slavery and support our values. We intend to work with relevant employees to reinforce any steps that should be taken and to remind them of the channels through which any concerns can be reported, including our Global Ethics Hotline, which is available in all territories in which we operate.



## Looking ahead

We will continue to monitor and develop our practices in respect of combatting slavery or human trafficking. Sprinklr checks and tests the success of our commitments and works to ensure we meet our expectations.

This statement is given on behalf of Sprinklr for the financial year ending 31 January 2022. It sets out the steps taken during the financial year to prevent modern slavery and human trafficking in our business and supply chains.

## Approval and Revision History

Date	Approved By
August 20, 2019	Legal
September 14, 2022	Board of Directors