



# Global vendor code of conduct



At Elastic, we recognize the foundational value that promoting an ethical business environment brings to all market participants. We are committed to always conducting our business ethically and expect nothing less from our vendors. We strive to support a business environment that allows Elastic and all of our suppliers to continue to flourish — by acting honestly, being transparent, competing fairly and fully embracing those business conduct principles that know no boundaries.

This Global Vendor Code of Conduct applies to all suppliers of products or services to Elastic. Because we view the following business conduct principles as truly universal, we also expect you, our vendors, to require all third-party suppliers that provide products and services to you to comply with these standards.

Your obligation to comply with this Code is in addition to any agreement between you and Elastic in which you agree to provide goods or services to Elastic, and you are required, when requested by Elastic, to confirm your compliance in writing. Failure to provide such confirmation within thirty (30) days will be deemed a material breach of all agreements between you and Elastic.

If you have your own company code of conduct that substantially complies with this Global Vendor Code of Conduct, you may provide us with a copy of it and a certificate, signed by a duly authorized officer, that you have been in compliance with it.

## Ethics and Compliance

1. **Ethical Dealings:** You will always operate with honesty and integrity and will observe the highest ethical principles in performing work for us. You will avoid even the appearance or perception of conflicts of interest. You will be especially careful about extending business courtesies and will remember that it is never appropriate to give a gift or gratuity with the intent to influence a business or governmental decision or outcome. You will follow both the letter and the spirit of your organization's gift policies.
2. **Compliance with Laws and Regulations:** You will comply with all laws and regulations applicable to you in all locations where you do business.

3. **Bribery and Corruption:** You will be familiar and will strictly comply with all applicable laws and regulations on bribery, corruption, and prohibited business practices. You will not corruptly offer, promise, or make or agree to make any payments or gifts of money or anything of value, directly or indirectly, to anyone for the purpose of influencing decisions. Your business dealings will be accurately reflected in your books and records and you will implement procedures designed to prevent bribery, corruption, kickbacks and embezzlement.

## Human Rights, Employment and Labor

4. **Human Rights:** You will treat all of your workers in a way consistent with the United Nations Universal Declaration of Human Rights. You will support and respect the protection of internationally proclaimed human rights and will not tolerate any human rights abuses within your organization and your supply chain.
5. **Responsible Sourcing of Minerals:** You will comply with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict Affected and High-Risk Areas and any related laws applicable to you.
6. **Protection of Freedom of Association:** You will respect the legal rights of employees to join or to refrain from joining worker organizations, including trade unions, and to bargain collectively.
7. **Compliance with Labor Laws:** You will fully comply with all applicable laws intended to prevent human trafficking and modern slavery and will not use forced or involuntary labor of any type (e.g. slave, bonded, indentured or involuntary prison labor). All work arrangements between you and your workers must be voluntary, and they must be free to terminate employment at any time. You will not employ anyone if you have seen red flags that a prospective employee may be a victim of human trafficking. You will not use child labor. "Child" refers to any person under the minimum age for employment in your or any other jurisdiction where you do business. We support, however, the use of legitimate workplace apprenticeship programs which comply with all the laws and regulations applicable to such apprenticeship programs in all locations where you do business.

8. **Wages and Benefits:** You will comply with all applicable laws and regulations governing working hours and compensation and will provide legally mandated benefits. You will not exceed prevailing local work hours and will appropriately compensate overtime in line with applicable law. You will not force your employees to work more than the time allowable by applicable law.
9. **No Discrimination:** You will not discriminate in hiring and employment practices on the grounds of race, religion, national or ethnic origin, color, sex (including gender identity, sexual orientation, and pregnancy), age, marital status, veteran status, genetic information or disability.
10. **Health and Safety:** You will provide your employees with a safe and healthy workplace with clean facilities meeting acceptable standards of workplace hygiene and emergency preparedness. You will effectively implement programs that encompass life safety, incident investigation, chemical safety, and ergonomics.
11. **Respect and Dignity:** You will treat all your employees with respect and will not use corporal punishment, threats of violence or other forms of coercion or harassment.

## Environment

12. **Compliance with Environmental Laws and Regulations:** At a minimum, you will comply with all applicable environmental laws, regulations and standards, such as requirements regarding chemical and waste management and disposal, recycling, industrial wastewater treatment and discharge, and air emissions controls. You will obtain and keep current all required environmental permits, approvals, and registrations and will comply with their reporting obligations.
13. **Protection of the Environment:** You will operate in a manner that is protective of the environment and will take into consideration in your decision-making process potential adverse effects on the environment and the communities in which you operate.

## Reporting Concerns

If you become aware of any actual or potential violation of this Code, please report it to your relationship contact at Elastic or via Elastic Ethics and Compliance Hotline. If you suspect that an Elastic employee has been acting in less than full compliance with law or ethical business standards applicable to all of us at Elastic, then report your concerns via Elastic Ethics and Compliance Hotline. Please see “Reporting Ethical and Compliance Concerns” on [elastic.co](https://elastic.co) for contact information. We will protect your confidentiality, and in most jurisdictions you will have an option to remain anonymous.