

Typeform

Modern Slavery Statement

This statement is made under section 54 Modern Slavery Act 2015 and sets out our actions to understand potential modern slavery risks about our business, and to put in place steps aimed at ensuring that there is no slavery or human trafficking in our business and supply chains. This statement relates to actions and activities from January 2024 to 31 December 2025.

Policy Statement

Typeform is dedicated to maintaining a supply chain that is entirely devoid of human trafficking or modern slavery. We staunchly believe in championing the human rights of all individuals, treating them with utmost dignity and respect. Under no circumstances do we condone or permit the exploitation of forced or child labour within our supply chain.

Consequently, we are unwavering in our commitment to implementing appropriate measures to ensure that every individual associated with Typeform, in any capacity, enjoys a working environment where their fundamental rights and freedoms are honoured and preserved.

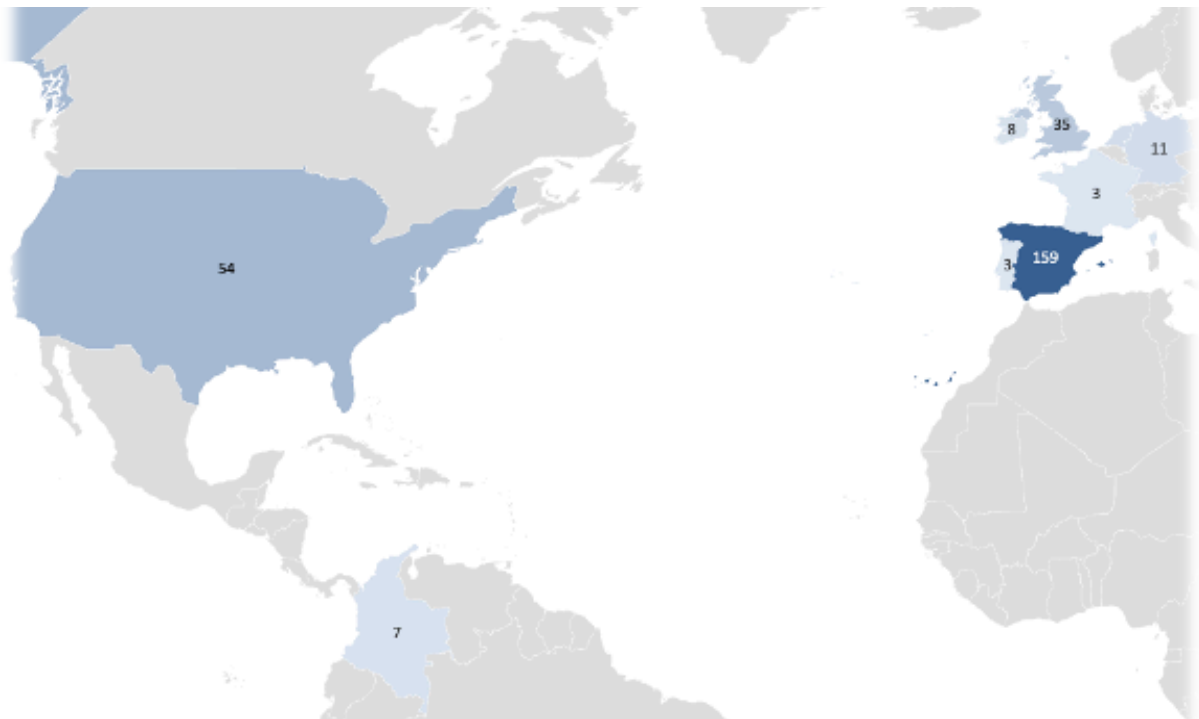
About Typeform

At Typeform, we help brands treat people like people with thoughtfully designed tools that turn digital interactions into lasting personal connections.

Typeform is a Software as a Service Company (SaaS) and 100% of its revenue comes from selling software solutions to businesses and particulars. We are organized into eleven divisions that hold clerical, sales and technical employees:

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|-------------------------|-------------------------|-------------------|
| Leadership | Field | Product Design |
| People and Culture | Marketing | Data and Insights |
| Organization Enablement | Product | Technology |
| Finance & Legal | Strategy and Operations | |

Our workforce is dispersed across four primary countries: Germany, Spain, the United Kingdom, and the United States. Additionally, we collaborate with professionals situated in five key countries: Colombia, France, Ireland, the Netherlands, and Portugal. Notably, 76% of our employees operate within the European Region, reflecting our strong presence and commitment to this geographic area.



About our Supply Chain & Structure

The structure of Typeform comprises **Typeform SL** as the parent company, headquartered in Spain, along with three subsidiaries: **Typeform DE GmbH** based in Germany, **Typeform US LLC** in the United States, and **Typeform UK Ltd** situated in the United Kingdom.

The suppliers of Typeform are primarily located in the **European Union**, the **United States**, and the **United Kingdom**. These suppliers predominantly offer software, marketing, auditing, legal, financial, and branding services to support Typeform's operations and endeavours.

The supply chain of Typeform consists mainly of Typeform's supply chain involves various components, including code, configurations, proprietary and open-source software, libraries, plugins, and container dependencies. Additionally, it encompasses essential tools like assemblers, compilers, code analyzers, repositories, security, monitoring, and logging operations. Furthermore, it involves the collaboration of people and processes throughout the software development lifecycle.

Our Actions for 2024 & 2025

Given the nature and locations of our business and suppliers, we consider ourselves to be at low risk of the potential for slavery or trafficking. Furthermore, our revenues are predominantly derived from countries deemed low-risk by conventional sustainability indices, such as [The Global Slavery Index](#). We also believe that Typeform's business model and strategy are unlikely to create material risks of slavery and trafficking.

Typeform remains steadfast in its commitment to conducting business ethically and with integrity, maintaining stringent controls to prevent the occurrence of modern slavery within our operations and supply chains.

To uphold these principles, we have implemented a comprehensive set of procedures tailored to our business. These procedures are deemed appropriate and effective in mitigating the risk of modern slavery within our operations and supply chains.

Supplier Due Diligence

This is a critical component of Typeform's operational framework, ensuring that all suppliers, regardless of their geographic location, adhere to our principles and standards. The onboarding process involves a comprehensive review of prospective suppliers who are being considered for contracts through the Omnea platform. As part of this diligence process, suppliers are required to fulfil several key requirements:

- 1. Completion of a Security Questionnaire:** Suppliers are tasked with providing detailed responses to a security questionnaire, enabling us to assess and address any potential risks associated with the partnership.
- 2. Approval by our Legal Department:** Each supplier undergoes thorough scrutiny by our legal department to ensure compliance with legal and regulatory standards, as well as alignment with Typeform's policies and guidelines.

By enforcing these rigorous procedures, we aim to foster a network of suppliers who share our dedication to ethical conduct, transparency, and the protection of human rights across our supply chain.

Employment

At Typeform, we uphold a steadfast commitment to our employees, ensuring they are treated with fairness, safety, legality, professionalism, and free from discrimination. We prioritize excellent working conditions, including health and safety policies and aid for remote working, generous holiday entitlements, and comprehensive benefits.

We hold our employees to the highest ethical standards and expect them to consistently embody our values while adhering to all legal requirements since we believe that our values represent how we conduct business.

To facilitate open communication and address any concerns promptly, we have established a confidential Global Speak Up Policy. This policy empowers employees to raise issues related to the conduct of suppliers, customers, partners, or fellow employees. Importantly, employees have the option to report concerns anonymously, ensuring confidentiality and protection for whistleblowers. This mechanism underscores our unwavering commitment to maintaining a transparent, accountable, and ethical work environment for all.

Policy Enforcement

At Typeform, we prioritize awareness and prevention of modern slavery among our employees through a range of comprehensive policies available to all our employees. These include:

1. **Typeform Code of Conduct:** This document outlines the principles and standards that employees are expected to adhere to, emphasizing ethical behaviour, integrity, and respect for human rights.
2. **Anti-Harassment & Anti-Discrimination Policy:** We are committed to maintaining a workplace free from harassment and discrimination of any form, promoting inclusivity and diversity.
3. **Speak Up Policy:** Our Speak Up Policy offers employees a confidential platform to address concerns regarding modern slavery, harassment, discrimination, or misconduct. This initiative promotes transparency and accountability across our organization. We've established an Integrity Line for employees to file complaints, ensuring confidentiality and, if desired, anonymity.

In the event of a policy breach, our Investigation Process is promptly activated. This process is outlined in detail and made accessible to all employees through our intranet. By providing transparency and ensuring a fair and consistent approach to addressing policy violations, we uphold our commitment to maintaining a respectful and ethical work environment for everyone at Typeform.

Annually, Typeform dedicates one month to reinforcing employee awareness of their rights, responsibilities, and policies, fostering a culture of compliance and respect.

Mandatory Training

Upon joining Typeform, employees must review our Modern Slavery and Human Trafficking Statement on Zavvy (*Onboarding Platform*). They revisit this annually and undergo brief LRN (*Learning Management System*) training sessions on the topic. This equips them to raise concerns through our Integrity Line about Modern Slavery, if any.