



Braze, Inc.

UK Modern Slavery Act Statement 2023

Pursuant to the United Kingdom Modern Slavery Act of 2015, Braze, Inc. (“**Braze**,” “**we**,” “**us**,” or “**our**”) is required to publish an annual statement (“**Statement**”) specifying the steps taken and measures in place to prevent slavery and human trafficking in its organization and supply chain.

Our Business

Braze is a comprehensive customer engagement platform that powers customer-centric experiences between consumers and the brands they love. Our platform empowers brands to listen to their customers better, understand them more deeply and act on that understanding in a way that is human and personal. Using our platform, brands ingest and process customer data in real time, orchestrate and optimize contextually relevant, cross-channel marketing campaigns and continuously evolve their customer engagement strategies. Braze provides services to customers worldwide.

Braze is publicly traded on the Nasdaq Global Select Market and headquartered in New York with numerous global offices. In the United Kingdom, Braze operates directly and through its subsidiary Braze Limited, which is also covered by this Statement to the extent legally required.

Risk Assessment

Considering the cloud-based nature of the Braze platform, as well as the jurisdictions Braze operates in and the contractual commitments and policies in place with its employees and vendors, we assess our risk as low in relation with human trafficking, slavery and forced labour across our business and supply chain.

Policies and Procedures

Braze is committed to maintaining high standards of business conduct and ethics. Accordingly, we have adopted a Code of Business Conduct and Ethics, which reflects the business practices and principles of behaviour that are expected from every Braze employee, director and officer in support of this commitment. Additionally, the Braze Code of Conduct represent how Braze puts its vision, mission, and values into action within the company. Braze is committed to human rights and ethical behaviour in our global business practices. We fully support the elimination of modern slavery and human trafficking as set forth in the United Nations’ Universal Declaration of Human Rights.

In line with the above, we take the following measures to prevent slavery and human trafficking in our business and across our supply chain:

- **Legal Compliance.** We abide by the employment laws applicable in the jurisdictions where Braze employees are employed. We comply with all legally required limitations on minimum hiring age, and on hours and tasks performed by these employees to ensure any work performed does not hamper their education, health, safety, and mental or physical development.
- **Recruitment Policies and Procedures.** We promote equal opportunity in hiring practices, make recruiting decisions based solely on job related criteria, and do not use child labour or illegal, abusive, or forced labour. We also maintain robust recruitment processes in line with

employment law, including “right to work” document checks and written contracts of employment for our UK employees

- **Whistleblower Hotline.** We operate a toll-free hotline to allow for anonymous reports of possible policy violations within our business and supply chains without fear of retaliation, including any concerns or suspicions of modern slavery or human trafficking. The hotline is available 24/7 and employees worldwide can report concerns online or by telephone.
- **Code of Conduct.** Braze employees are required to read and acknowledge the Braze Code of Conduct and the Code of Business Conduct and Ethics.
- **Partner Compliance.** Braze chooses partners and makes decisions objectively, based on factors like quality, service, price, availability, and reliability. It is our goal to ensure our suppliers operate ethically, in compliance with the law and in a way that is consistent with our Code of Conduct, our policies, and our values.
- **Contractual Obligations.** Braze has contracts in place with its vendors according to which vendors agree to comply with applicable laws, including anti-slavery laws.

Measuring Effectiveness

Braze regularly reviews its policies and procedures to ensure that they remain effective to and in compliance with, among other things, our legal obligations to prevent modern slavery and human trafficking.

We measure our effectiveness in reducing the risk that modern slavery and human trafficking practices are taking place in our business or supply chains by the number of reports and complaints regarding possible policy violations that we receive from our employees, suppliers, partners, customers, law enforcement agencies and the general public.

To date, we have not received any complaints or reports regarding possible violations of this statement. While we believe the measures referenced in this statement are sufficient to minimize any form of human trafficking, forced or involuntary labor, child labor or the use of misleading, fraudulent or illegal practices as far across our supply chains as reasonably possible, we will continue to assess opportunities to improve our ability to detect and address trafficking risks.

Whistleblowing

If we become aware of any violations or concerns related to this statement with respect to our employees or suppliers, we will ensure that appropriate measures are taken in consultation with our Legal Department, including terminating the employment or supplier relationship and reporting information to relevant authorities.

If you suspect any violation of this statement, please contact our Legal Department at legal@braze.com or anonymously through our whistleblower hotline at 877-554-1976 (toll-free) or through our secure web form at <https://whistleblowerservices.com/braze>.

This Statement has been read and approved by Braze’s Board of Directors on December 1, 2023.

DocuSigned by:
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Susan Wiseman
General Counsel
Braze, Inc.