



workiva

Enterprise Human Rights Policy



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Workiva believes that our business can be a force for truth, trust, and transparency for a better world, including with respect to the promotion and advancement of human rights. We are committed to respecting human rights and promoting a safe, equitable, and sustainable workplace for all of our employees and stakeholders.

Workiva is Committed to:

- Advancing our beliefs and principles through our business operations and practices;
- Proactively engaging with our stakeholders - including governments, customers, employees, owners, suppliers, and shareholders - to promote human rights and refine our policies and practices;
- Actively participating in relevant human rights-focused collaborative initiatives to help evolve our approach; and
- Transparently communicating the work we are doing to meet our human rights responsibilities, through our sustainability website and other reporting outlets.

Alignment to Global Principles

Workiva's culture and values are naturally aligned with global frameworks that promote human rights and positive social influence. We are committed to our respect for the fundamental protection of human rights, consistent with the Universal Declaration of Human Rights. We are proud to participate in the United Nations Global Compact, a voluntary corporate sustainability initiative that fosters responsible business practices and norms to advance societal goals. Additionally, our corporate mission and our standards of operational integrity are consistent with those of the United Nations Guiding Principles on Business and Human Rights.

Workiva Policies

Workiva complies with all laws applicable to its business. Our corporate policies reflect our commitment to the respect of human rights, and to upholding all applicable human rights laws, rules, and regulations across the geographic locations we operate in. We expect all of our suppliers to operate in a responsible, ethical, open and transparent way and in compliance with all applicable laws and regulations. More information about our commitment to maintaining the highest standards of conduct and ethical behavior can be found in our relevant policies, which include:

- **[Workiva Code of Conduct](#)**: outlines the expectation of our employees to maintain the highest standards of ethical behavior when conducting Workiva business. On an annual basis, all Workiva employees are required to review our Code of Conduct, are trained on our expectations, and acknowledge that they will adhere to the Code of Conduct while employed at Workiva.

- **Workiva Supplier Code of Conduct:** highlights our expectations of lawful, honest, and ethical conduct from our suppliers.
- **Modern Slavery Statement:** details our commitment to preventing acts of modern slavery and human trafficking from occurring within our business.

Additional Actions:

Workiva has taken additional actions to build a comprehensive approach to the support of equality and sustainability. We are proud to:

- Support and respect the protection of internationally proclaimed rights within the realm of our influence;
- Uphold the freedom of expression, freedom of association, and the effective recognition of the right to collective bargaining;
- Use recruitment and agency workers only from specified, reputable employment agencies to source labor, and always verify the agency's practices before accepting recommended workers;
- Undertake initiatives to promote greater environmental responsibility;
- Encourage the development and distribution of environmentally friendly technologies; and
- Promote the protection of equitable rights for minorities and women through our diversity, equity, inclusion, and belonging initiatives.

This Human Rights Statement should be read in conjunction with our Workiva policies and practices. For more information about our commitment to human rights, we encourage you to visit our website at <https://www.workiva.com/about/our-sustainability>.