

# sumo logic

## MODERN SLAVERY ACT STATEMENT

At Sumo Logic, we are committed to ensuring that slavery, human trafficking, child labour or any form of abuse of human rights, have no place in or around our business. We strive to conduct our business activities in an honest and ethical manner and believe that our supply chain should reflect our values and respect for human rights.

This statement is made pursuant to section 54(1) of the UK's Modern Slavery Act 2015 and sets out the steps taken by our organization during the financial year ending January 31, 2022 to ensure that slavery and human trafficking are not taking place in any of our supply chains or in any part of our business.

This statement is made by Sumo Logic, Inc., as the ultimate parent company of Sumologic Limited, our UK-based subsidiary.

### Sumo Logic and its Supply Chain

Sumo Logic empowers the people who power modern, digital businesses. Our mission is to be the leading software-as-a-service analytics platform for reliable and secure cloud-native applications. With our platform, we help our customers ensure application reliability, secure and protect against modern security threats, and gain insights into their cloud infrastructure. Our multi-tenant, cloud-native platform provides powerful, real-time, machine data analytics and insights across observability and security solutions.

Our supply chains comprise mainly of suppliers within the IT industry based in low-risk countries where modern forms of slavery are not prevalent.

### Sumo Logic Code of Conduct

Honest and ethical conduct is critical to our business. Our success depends on the trust we foster with our employees, with our customers and partners, and within our community by acting with integrity and in accordance in with applicable laws.

Our Code of Business Conduct and Ethics (the "**Code**") sets out the overall standards and commitments towards our ethical conduct, anti-corruption and legal compliance. Each of our employees, directors, contractors and consultants has a responsibility to follow the Code and model our core values:

- *We're in it with our customers:* we all play an essential part in providing a critical service that our customers, and we ourselves, depend on, creating an incredibly aligned relationship.
- *Bring light to dark:* we seek to provide transparency internally and externally, because information and context produces better decisions and removes uncertainty.
- *One single agenda:* we celebrate individuals who put the success of the team first, leave their personal agendas at the door, and work with complete integrity with everyone.
- *Work with heart:* we respect each other, assume good intentions, embrace diverse backgrounds and thinking, and believe time with family and friends is vital to our lives and well-being.
- *Learning culture:* we take calculated risks, learn from our mistakes, iterate and do better each time; we believe disciplined, reliable execution is essential to market leadership.

The Code seeks to align employee actions and decisions with Sumo Logic's core values and compliance requirements. Our staff are also responsible for ensuring that anyone we manage or engage to work on our behalf comply with the Code.

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We do not tolerate any abuse of human rights. The Code includes a commitment to combatting modern slavery and human trafficking. The Code also states that we expect our suppliers to obey all laws and regulations applicable to them, including those that require them to treat workers fairly and provide a safe and healthy work environment.

Sumo Logic actively enforces its Code and policies to ensure business units are operating in an ethical manner. Any employee, contractor, or agent that violates that commitment will be subject to disciplinary action, up to and including termination of employment or any other working relationship.

Compliance with the Code is supported by a whistleblowing procedure, with staff encouraged to be alert to possible violations and to speak up.

## **Other actions taken**

In addition to our policies and procedures, the following also highlight our efforts to ensure the absence of slavery and human trafficking from our supply chain:

- Our procurement team analyses suppliers prior to on-boarding and sets clear expectations as to appropriate conduct using our Supplier Code of Conduct or other business terms.
- As part of our initiative to identify and mitigate risk, we will request suppliers provide confirmation that they are not involved in modern slavery or human trafficking.
- We ask all our direct suppliers to implement and maintain ethical standards that reflect our Code and business requirements.
- As a matter of policy, Sumo Logic deals only with reputable suppliers and would not engage with any business known to have engaged in unethical activities or any form of abuse of human rights.

## **Training**

All Sumo Logic employees are required to complete training on the Code on an annual basis and re-affirm their compliance by way of an acknowledgement.

## **Next steps**

We are committed to periodically reviewing and assessing the risks in our supply chain, including our agreements with contractors, partners, vendors and other suppliers. We will continue to work with these third parties to reflect our zero-tolerance stance to use of modern slaves and human trafficking in our business or through our supply chain.

This Statement has been approved by the Board of Directors of Sumo Logic, Inc.

**September 7, 2022**



Ramin Sayar

CEO, Sumo Logic, Inc.