

## Transparency in Supply Chains Statement

for the financial year ended 31 December 2020

Amplitude Inc strongly opposes slavery and human trafficking in any form. This statement sets out the steps taken by Amplitude Inc, directly and through its subsidiaries, (together the Amplitude Group or "**Amplitude**") to ensure slavery and human trafficking is not occurring in any part of its business or supply chains.

The Amplitude Group includes a UK subsidiary, Amplitude Analytics Limited. Amplitude Analytics Limited does not, itself, have an obligation to make a Transparency in Supply Chain statement (in accordance with s.54 of the Modern Slavery Act), but is included within the scope of this Amplitude Group statement.

### 1. **Amplitude's organisation, business and supply chains**

1.1 Amplitude provides a Software as a Service ("**SaaS**") based product analytics tool. Amplitude's customers use Amplitude's platform in order to better understand how their end users are interacting with Amplitude's customers' digital products (such as, mobile applications, products connected as part of the Internet of Things ("**IOT**"), and websites).

1.2 Amplitude, Inc. is incorporated in Delaware. It has a number of wholly-owned subsidiaries including, Amplitude Analytics, Ltd., Amplitude Analytics Pte. Ltd., Amplitude Analytics SAS, Amplitude Analytics G.K. and Amplitude Analytics B.V.

1.3 Amplitude only uses suppliers that are based in the United States. These suppliers generally provide a cloud-based service to Amplitude. Amplitude's main supplier supporting the Amplitude platform is Amazon Web Services ("**AWS**"). AWS has a Modern Slavery Statement available here:

(a) <https://sustainability.aboutamazon.com/amazon-modern-day-slavery-statement-2020.pdf>

1.4 Amplitude's other main supplier is Snowflake Inc, which has an Anti-Human Trafficking Policy available here:

(a) <https://www.snowflake.com/wp-content/uploads/2019/06/Anti-Human-Trafficking-Policy.pdf>.

### 2. **Policies**

2.1 Amplitude has in place a Code of Conduct and Business Ethics that is specifically designed to guide Amplitude's "...*directors, officers, employees and independent contractors ("Covered Individuals") in making ethical and legal decisions when conducting the Company's business and performing their day-to-day duties.*", and includes specific standards of conduct including a respectful workplace and compliance with applicable laws, rules and obligations. There is also an Amplitude Employee Handbook, which includes clear policies on Harassment, Discrimination and Retaliation, Workplace Violence Prevention and Security (which includes measures to prevent violence and intimidation occurring off site), provision for appropriate work conditions (including rest and meal breaks), and Standards of Conduct in work.

2.2 Amplitude also has a Whistleblowing Policy, through which employees can raise any concerns, including in respect of potential slavery or human trafficking, if they are not comfortable doing so through their immediate line manager. The Whistleblowing Policy restates Amplitude's commitment to "*the highest possible standards of ethical, moral and legal business conduct*", and encourages the reporting of behaviour that may fall short of those standards, either through line management or through the whistleblowing hotline.

2.3 The Code of Conduct and Business Ethics, Employee Handbook and Whistleblowing Policy, have all been in place throughout 2020. Although Amplitude does not have a code of conduct for suppliers, it does include in all supplier agreements a clause requiring compliance with applicable laws. This includes laws relating to slavery and human trafficking.

### 3. **Due diligence**

3.1 Amplitude employs a multi-faceted on-boarding process for suppliers. Amplitude's legal, privacy, IT and security teams undertake due diligence on each supplier before commencement of the relationship with that supplier. The legal team also reviews the agreement to be entered into with each supplier, including checking that it requires compliance by the supplier with all applicable laws (which will include laws relating to slavery and human trafficking). As part of our annual security audit, all ongoing SaaS vendors' policies are reviewed generally (though not specifically focusing on slavery and human trafficking).

### 4. **The risk of slavery and / or human trafficking**

4.1 Amplitude considers the risk of slavery and human trafficking to be low in its business and supply chains. As noted above, it provides a cloud-based product analytics platform to its customers. Its main suppliers are US-based, public companies that provide services from the United States, and as noted above, its main suppliers have taken action to reduce the risk of slavery or human trafficking in their businesses and supply chains. None of its suppliers are manufacturing any hardware or other goods on behalf of Amplitude. In addition, no potential slavery or human trafficking issues have been identified through due diligence, or through reports (to line management or through the whistleblowing procedure). However, should Amplitude become aware of any potential slavery or modern trafficking issues in its business or supply chains, it will investigate any such concerns and take appropriate action in response.

### 5. **Training, communications and support**


5.1 Amplitude provides annual employee training on appropriate behaviour and the treatment of individuals in the workplace. This training includes elements on harassment, discrimination, anti-racism and retaliation in the workplace, and is focussed upon treating employees fairly and with respect.

### 6. **Further steps**

6.1 Amplitude is committed to maintaining high standards of conduct by its employees and suppliers and has no tolerance for slavery or human trafficking in its business or supply chains. Although no specific risk of slavery or human trafficking has been identified in the last financial year, Amplitude will give consideration to what further steps it might reasonably take in the coming year to ensure slavery and human trafficking is not occurring in its business or supply chains.

In making this statement, Amplitude Inc is complying with its obligation under s.54 of the Modern Slavery Act for the financial year ended 31 December 2020. This statement was approved by the Board of Amplitude Inc. on March 29, 2021.

Signed by Spenser Skates, CEO on 3/31/2021

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