



Modern Slavery Statement for the Fiscal Year ending December 31, 2023

JumpCloud is committed to doing business ethically, sourcing responsibly, treating workers respectfully, and taking prudent measures to prevent modern slavery and human trafficking throughout its business and supply chain. This statement highlights the manner in which JumpCloud seeks to protect against modern slavery in its business and supply chain.

Structure + Business

JumpCloud UK Limited's parent company is JumpCloud International Inc., a State of Delaware corporation, with offices in Colorado. JumpCloud is powered by talented team members throughout the world via a flexible, distributed work policy enabling all employees to operate from the comfort of their home.

JumpCloud provides a SaaS platform enabling customers to manage and secure their IT operations across their entire employee lifecycle, including via cloud directory services, privileged access management, single sign-on, user provisioning and governance tools, and identity and access management.

Risk

As a business providing cloud-based services and online professional services, JumpCloud is not involved in the traditional, physical manufacture of products. JumpCloud's supply chain does not involve third-party manufacturers or other manual labor-based work. Given the nature of JumpCloud's business and supply chain, JumpCloud considers its risk related to modern slavery and human trafficking to be a low risk. Nonetheless, JumpCloud is steadfastly committed to protecting against any such risk and takes the measures set out herein to ensure appropriate precautions are taken.

Policies + Training

JumpCloud's internal policies and procedures support its high ethical standards and values. Such policies and procedures are regularly reviewed and updated.

Specifically, JumpCloud’s Code of Conduct (“Code”) applies to all team members and requires each individual to do business ethically, fairly, honestly, and openly. The Code reflects a zero-tolerance policy for discrimination, harassment, bullying, and improper or unlawful behavior, whether internally or involving any third parties. JumpCloud’s ethical standards also empower each team member to report violations of the Code and law to ensure the responsibility of acting ethically and lawfully is shared and prioritized. Individuals are required to report any violation of the Code and applicable law (including without limitation the Modern Slavery Act) to their managers, the HR or legal departments, or via a secure third-party system that supports JumpCloud’s non-retaliation and whistleblower policies. The Code references other policies (e.g., anti-bribery, anti-harassment) to ensure that all team members understand JumpCloud’s expectations and requirements. JumpCloud conducts annual training and requires certification of the Code from all employees and contractors.

Supply Chain

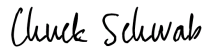
JumpCloud’s suppliers are subject to legal terms and conditions governing their respective services. All suppliers are required to comply with applicable law. All supplier agreements are reviewed and negotiated as necessary by JumpCloud’s legal and procurement teams. Supplier risk is assessed prior to the commencement of any services and is periodically re-reviewed based on relative risk. Violations of the Modern Slavery Act will result in prompt action by the JumpCloud legal team, up to and including reporting to authorities and terminating the supplier’s agreement.

Further Steps

JumpCloud will continually review and assess its relevant risks throughout the year to ensure its business and supply chain have appropriate measures in place to protect against modern Slavery and human trafficking.

Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending December 31, 2022, and also is made with respect to the Australia Modern Slavery Act and the California Transparency in Supply Chains Act. It was approved by the board on June 28, 2024.

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Chuck Schwab, General Counsel
On behalf of JumpCloud International Inc.
Date: June 28, 2024

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Amy Moynihan, Chief People Officer
On behalf of JumpCloud UK Limited