

## Rapid7 Global Human Rights Policy

Rapid7 is committed to upholding human rights for all people, as reflected in our Code of Business Conduct and in our other policies and practices. We recognize that human rights are rights inherent to all human beings, regardless of race, gender, gender identity, sexual preference, nationality, ethnicity, language, religion, or any other status. Rapid7's approach to respecting human rights is based on the [UN Declaration of Human Rights](#) and the [UN Guiding Principles on Business and Human Rights](#). Rapid7 is fully committed to this approach and is a member of the [United Nations Global Compact](#).

The scope of Rapid7's Global Human Rights Policy applies to all employees, partners, suppliers, and contractors, and supports the human rights of all Rapid7 stakeholders including internet users.

Rapid7 has identified human rights issues relevant to our industry, which include those related to privacy (e.g., through encryption, data localization and sovereignty, surveillance by governments, the internet of things, big data, analytics, artificial intelligence), freedom of expression, the right to equal protection against discrimination, health and safety, the right to freely chosen employment, young workers and child labor, and environmental sustainability.

Rapid7 makes the following commitments and expects our employees, contractors, partners, and suppliers to adhere to the same principles.

- Compliance with applicable laws and regulations intended to promote human rights;
- Promotion of ethical business practices and implementation of measures to reduce the risk of corruption;
- Support of our diverse and inclusive workforce, promotion of equality of opportunity and treatment in hiring, training, promotions, and working conditions;
- Implementation of policies and procedures intended to protect the privacy and data security of our employees, suppliers, and customers;
- Implementation of appropriate measures to avoid exploitation of people via forced labor, human trafficking, and child labor;
- Regular engagement with stakeholders on issues that impact human rights;
- Implementation of initiatives to promote greater environmental sustainability.