

U.K. Modern Slavery Statement

Here are the steps Handshake has taken and continues to take to understand and minimize the potential risk of modern slavery in its business and supply chains.

This statement is published in line with section 54(1) of the Modern Slavery Act 2015.

About Handshake

Handshake is a leading jobs platform that brings together students, careers professionals, and employers to help students find and build meaningful careers. Handshake is headquartered in San Francisco with offices in Denver, New York, London, and Berlin and teammates working globally. Our commitment to ethical conduct and respect for human rights applies across all aspects of our business activities.

Our Supply Chain

Handshake recognizes the importance of understanding and mitigating the risks of modern slavery and human trafficking within our supply chains. We are committed to working collaboratively with our suppliers to ensure that ethical practices are upheld throughout the supply chain. Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains. Our supply chains are limited and we procure goods and services from a restricted range of UK and overseas suppliers.

Actions Taken in 2023

In the past year, Handshake has taken the following actions to combat modern slavery and human trafficking:

- Reviewed and updated our policies and procedures to enhance our approach to preventing modern slavery and human trafficking.
- As a result of this review, all global Handshake employees are required to adhere to the following policies:
 - Code of Conduct & Ethics. Our Code of Conduct & Ethics sets forth our standards for doing business. Some of the topics it addresses includes: working with partners and vendors, anti-corruption, conflicts of interest, bullying and harassment, and diversity and inclusion.
 - Anti-Corruption Policy: The purpose of this policy is to prevent bribery and corruption across Handshake's business. It sets forth that Handshake and its officers, directors, employees, its contract workers, vendors, and suppliers must comply with applicable anti-corruption laws in the jurisdictions in which

we operate, including the UK Bribery Act 2010 and U.S. Foreign Corrupt Practices Act.

- Conflicts of Interest Policy: This policy provides guidance on how employees can avoid conflicts of interest in the course of their work. Our employees, officers, and directors are expected to advance Handshake's best interests, avoid actual and perceived conflicts, and disclose any matter that is or may appear to be a conflict.
- Launched enhanced whistleblower hotline to encourage employees to report misconduct. With this tool employees have the option to report any potential misconduct anonymously.

Future Steps

Handshake is committed to continually improving our efforts to combat modern slavery and human trafficking. In the coming year, we plan to:

- Ensure that staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices
- Continue to engage with suppliers to strengthen ethical practices throughout the supply chain.
- Further integrate human rights and ethical considerations into our procurement processes.

Handshake is dedicated to upholding the highest standards of ethical conduct and human rights. We recognize that combatting modern slavery and human trafficking requires ongoing diligence and collaboration across all levels of our organization and supply chains. By working together with our employees, suppliers, and stakeholders, we aim to create a world where slavery and human trafficking are eradicated entirely.

This statement has been approved by Zeeshan Khan, Head of People, Europe for the financial year ending 31 January 2024.

This statement will be reviewed and updated every year.