



Statement on Human Rights

At JFrog, we respect human rights and work to reduce the risks our operations pose. JFrog solutions support digital transformation for millions worldwide, and we design our products and operations to make a positive contribution in support of human rights.

We prioritize responsible business practices, working to identify and address risks affecting employees, customers, and communities. JFrog does not tolerate human rights abuses and proactively mitigates potential risks in our operations and supply chain.

We are committed to being actively engaged in effecting positive change for our workforce, our customers, and the communities in which we operate. This is core to the values in our JFrog Codex and the ethical business practices we demand in our Global Code of Business Conduct and Ethics.

This statement outlines our commitment to respecting human rights and reducing risks across our global operations in seven key areas.

- **Data Privacy:** We safeguard user data and comply with applicable global privacy and data protection laws.
- **Labor Standards:** We prohibit modern slavery and ensure fair wages.
- **Freedom of Association:** We support employees' freedom of association.
- **Environmental Sustainability:** We conduct our business with sustainability in mind.
- **Safety and Inclusion:** We promote safe, equitable workplaces and prevent discrimination.
- **Social Impact:** We invest in community engagement and philanthropy.
- **Continuous Improvement:** We provide training on ethical business practices and monitor risk.

Our values are best measured in actions, not words. As such, we operationalize the commitments outlined in this statement and align our business practices with ethical, social, and environmental considerations. This means we integrate these commitments into decision-making processes and business operations, such as procurement, production, supply chain management, facilities management, human capital

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management, and product development, and provide training to our employees on responsible business practices.

1. Our Commitment to Data Privacy

JFrog is committed to protecting the privacy and security of data in our services and that of our employees, candidates, customers, and users. Our comprehensive global privacy program adheres to applicable global standards and regulations, including ISO 27701 the Standard for Privacy Information Management. For transparency, we maintain detailed documentation about our privacy and security measures in our [Privacy Center](#), [Trust Center](#) and [Privacy Notice](#).

Additionally, our [Privacy Notice](#) explains how we collect and process the personal data of our customers, users, partners, and website visitors in accordance with applicable privacy and data protection laws, including Regulation (EU) 2016/679 of the European Parliament and of the Council of 27 April 2016 on the protection of natural persons with regard to the processing of Personal Data and on the free movement of such data (General Data Protection Regulation - GDPR), UK Data Protection Act 2018 and as amended by the Data Protection, Privacy and Electronic Communications (Amendments etc.) (EU Exit) Regulations 2019 (SI 2019/419) (UK GDPR), Swiss Federal Act on Data Protection (the revised FADP), and California Consumer Privacy Act (CCPA/CPRA). Our [Cloud Data Processing Addendum](#) ensures minimal personal data processing to provide our services. Our [Responsible AI Principles](#) establish guidelines for developing and deploying AI systems that prioritize transparency, fairness, and accountability while maintaining standards for privacy and security throughout our services.

2. Our Commitment to Labor Standards

JFrog seeks to ensure that its operations and its supply chains are kept free of slavery, forced labor, child labor, and human trafficking (“Modern Slavery”). Based on the type of services we source or provide, the nature of our largest vendors, and the geographic locations in which we engage, we have assessed the risk of Modern Slavery in our supply chains as low. However, we have established a Code of Business Conduct and Ethics, policies, procedures, and controls to prevent JFrog's involvement in human rights abuses. We also comply with the UK Modern Slavery Act. We expect our suppliers to share our commitment to human rights and equal opportunity in the workplace and fully comply with all relevant laws and regulations in their employment practices. These requirements are codified in [JFrog’s Supplier Code of Conduct](#).

JFrog is committed to ensuring that all employees have decent working conditions and receive a living wage, which we define as at least the minimum income necessary for a worker to meet their basic needs, such as food, housing, healthcare, and education, for themselves and their dependents, without financial assistance, based on the local context. This commitment reflects our dedication to fair remuneration and the promotion of human dignity. By adhering to this standard, we aim to support the well-being of our employees and contribute to more sustainable communities. The Compensation Committee of our Board of Directors meets at least quarterly to discuss our approach to compensation.

3. Our Commitment to Freedom of Association

At JFrog, our employees have a right to freedom of association. JFrog respects our employees' right to choose to form or not to form or to join or not to join a trade union, engage in peaceful assembly, or to have recognized employee representation in accordance with local law. JFrog will not discriminate against, or otherwise penalize employees, employee representatives, or trade union members because of their interest and/or membership, or affiliation with, an employee group or trade union.

4. Our Commitment to Environmental Sustainability

JFrog's products seek to increase efficiency and security while limiting resource consumption, driving sustainable digital transformation at scale.

Through our Global Green Operations Policy, every employee is encouraged to participate in our climate action journey to minimize our operation carbon footprint and promote environmental sustainability across our value chain. Our strategy to achieve this in the short term revolves around four key pillars we have identified as areas where we can have the most impact: saving energy at our offices, limiting business-related travel to help reduce travel-related emissions, and minimizing waste. In the long term, we are building out and analyzing a dashboard of metrics, which will help us improve how we assess our progress on the journey to establishing sustainability targets.

5. Our Commitment to an Inclusive, Safe, and Supportive Working Environment

Our workforce deserves a safe and healthy working environment. This means we adhere to relevant safety standards and the fundamental International Labor Organization Conventions to provide secure and inclusive facilities that respect the human rights of our diverse employees. JFrog is committed to creating a respectful work environment free of harassment, intimidation, retaliation, bias, and unlawful discrimination based on any characteristics protected by applicable law.

JFrog engages an impartial third-party provider to administer an ethics reporting hotline. This hotline allows employees, contractors, customers, and vendors to confidentially and anonymously report any issues or concerns. The hotline is available at jfrog.ethicspoint.com. The JFrog Global Code of Business Conduct and Ethics provides more information about reporting options.

6. Our Commitment to Social Impact in the Community

Social responsibility is as critical to our success as a company, and we are committed to community involvement and philanthropy. Our Chief Sustainability Officer tracks our employees' volunteer hours and reports them annually in the JFrog Sustainability Report. Many JFrog employees participate in volunteering and donations to communities and individuals in need. JFrog supports a global network and Community and Social Responsibility (CSR) committees run by employees drawn from across the Company that define relevant causes they wish to support annually. We also partner with several non-governmental organizations that advocate for women in tech and under-served communities. Our CODEX establishes our guiding principles, and our annual Sustainability report describes the programs we support in our communities.

7. Our Commitment to Continuous Improvement

New JFrog employees participate in onboarding training, discussion forums, and mentorship opportunities around our CODEX, a document that codifies our JFrog Values and commitments to responsible business practices. Employees must also certify that they have read, understood, and will follow the JFrog Code of Business Conduct and Ethics, which guides ethical decision-making and includes our commitment to addressing adverse human rights and environmental impacts.

All JFrog employees must also complete annual training on the themes identified in the Code of Business Conduct and Ethics. This training includes learning and engagement opportunities on operationalizing our commitments to ethical conduct, data privacy and protection, cybersecurity, responsible use of artificial intelligence, reporting and accountability, and providing a safe and supportive working environment free from harassment and discrimination.

Our risk assessment, reporting, investigations, and enforcement protocols are also designed to ensure our teams seek out opportunities to identify gaps or issues and related root causes, trends, patterns, and lessons to promote proactive risk management and continuous improvement in the effectiveness of our policies and controls. Risk assessments are conducted by the VP of Internal Audit and reported to the Audit Committee every quarter.

8. Governance, Reporting, and Accountability

We periodically review this Statement on Human Rights to reflect new developments and best practices among our industry peers. Our senior management approves this statement, which is then reviewed by our Nominating and Corporate Governance Committee of the Board.

Stakeholder engagement and collaboration matters. Our employees wrote the JFrog CODEX with input from stakeholders across the organization and continue to update it yearly. It embodies our commitment to team spirit, integrity, and care and is our North Star for achieving responsible growth. We send out an anonymous survey to our employees each year to ensure we continue to stand by these beliefs and values and encourage feedback.

We track and monitor our progress where possible. Our Chief Sustainability Officer has developed a dashboard to enhance the visibility of the metrics we track and drive year-on-year improvements. Through our independent ethics hotline provider, we can monitor the issues raised by our employees and stakeholders and analyze trends and outliers.

9. Revision History and Version Control

This Statement is subject to review and updates from time to time. Check that you are reviewing the most up-to-date version by accessing it directly from the JFrog Investor Relations/Governance Documents Page at <https://investors.jfrog.com/governance/governance-documents/default.aspx>.