



JFrog Modern Slavery Statement

Scope and Purpose

This statement is issued on behalf of JFrog UK Limited, a private limited company (“**JFrog**”, “**we**”, “**our**”, or “**Company**”), under Section 54 of the UK Modern Slavery Act 2015’s “transparency requirement”.

JFrog is committed to preventing all forms of slavery, servitude, and forced labor within its business. This statement sets out how the Company seeks to ensure that its operations and its supply chains are kept free of slavery, forced labor, and human trafficking (“**Modern Slavery**”).

Our Business

JFrog provides an end-to-end, hybrid, universal DevOps Platform that powers and controls the software supply chain, enabling organizations to deliver software updates continuously and securely across any system – we call this vision “Liquid Software”. This platform is the critical bridge between software development and deployment, paving the way for the modern DevOps paradigm. We enable organizations to build and release software faster and more securely while empowering developers to be more efficient. Available as both a self-hosted and a SaaS service, our platform is designed to manage and deploy all types of software packages within an organization, making it the system of record for an organization’s software, and is thus often called the “database of DevOps”. A majority of the Fortune 100 companies, including millions of users and thousands of customers worldwide, depend on JFrog solutions to securely embrace digital transformation.

Our Suppliers

Typically, our major suppliers fall into one of the broad categories outlined below:

- hosting services providers who host our data and our customers’ data processed in our software-as-a-service (“**SaaS**”) offerings;
- third-party consultants (including subcontractors) providing accounting, marketing, legal, IT, security, and other professional services; and
- service providers providing IT, travel, employee payroll, office maintenance, and other business services.



Modern Slavery Risks

We expect suppliers, partners, and other third parties to comply with all applicable laws and are committed to ensuring that our business and supply chain remains free of anti-slavery and human trafficking, including integrating anti-slavery clauses in vendor and customer contracts as needed. Generally, our assessment follows a specific number of principles:

- *The type of services we engage in.* As noted above, our business focuses on the provision of software and professional services. Accordingly, we do not “manufacture” our products and solutions, at least not in the traditional meaning of that word (i.e., through the use of workers and machines in factories). Nor do we directly engage third parties to perform any such manufacturing on our behalf.
- *Maintaining rigor in our human resource processes.* All prospective employees undergo a thorough background check and screening process. Our human resources processes ensure that those recruited have appropriate authorizations to work. Our employees and contractors consist primarily of office-based professionals and generally not at high risk of being subject to Modern Slavery.
- *The nature of our largest vendors.* As a software company, our largest vendors typically consist of IT, marketing, and various professional services. We have limited exposure to high-risk industries such as manufacturing or construction and thus consider our business to be at low risk for Modern Slavery.
- *The geographic locations in which we engage.* As of the date of this statement, the majority of the number of jurisdictions in which our customers and suppliers are located are geographical locations in which we do not consider the risk of illegal activities such as Modern Slavery to be high. As we consider expanding into new jurisdictions, we undergo a robust diligence process to identify a broad spectrum of risks prior to investing in that jurisdiction, including general employment practices within the region.

Given the nature of our operations and our supply chains, we consider the Modern Slavery risk they present to be low.

Our Policies and Values

We have implemented a number of policies that reflect the Company’s core values and standards. These core values are reflected in our employee-driven CODEX as: Integrity, Community and Customer Happiness, Thinking BIG, Everyone Counts Everyone Matters, Innovation, Team Spirit, Open Communication, Agility, and WIN!.

Our Code of Business Conduct and Ethics (the “**Code**”) prohibits unlawful or unethical activity by our directors, officers, employees, contractors, consultants, and agents, and provides the proper ethical framework for them to conduct business and perform day-to-day duties in the Company. The Code requires employees to comply with all applicable laws and treat their colleagues with respect and without bias, prejudice, and harassment. Our Whistleblower Policy



provides our employees with multiple avenues to report known or suspected violations of the Code, including through a dedicated 24/7 whistleblower hotline.

Additionally, employees receive onboarding and ongoing training materials that ensure adherence to our Code and human rights in our workforce and business operations. We publish and communicate to every supplier the Supplier Code of Conduct, which requires all suppliers to meet our high ethical standards on health and safety, freedom of association, human rights, labor rights, and fair compensation. All employees, contractors, and consultants are required to complete an annual compliance training program annually to fulfill ethical and compliance requirements.

Further Actions

JFrog is committed to continuing to:

- Develop our employee training and compliance programs in line with best practices
- Review and update our Company policies as needed to ensure compliance with our values and relevant laws, including anti-slavery regulations
- Monitor our risk exposure to Modern Slavery in our business operations and supply chains and move towards a more formalized program of identifying and preventing these risks, particularly in high-risk jurisdictions and industries

Approvals

This statement is approved by the board of directors of JFrog. It is made pursuant to the UK's Modern Slavery Act 2015 and constitutes JFrog's slavery and human trafficking statement for the financial year ending 31 December 2023.

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Orit Goren

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On behalf of JFrog UK Limited

Date: July 18, 2024