

## **ALTERYX, INC.**

### **MODERN SLAVERY ACT TRANSPARENCY STATEMENT**

This statement is given on behalf of Alteryx, Inc. and its subsidiaries (together "**Alteryx**").

Alteryx regards all forms of modern slavery and human trafficking as abhorrent and is committed to ensuring that everyone it deals with is treated with dignity.

We are committed to ensuring that the way we conduct our business and dealings with our suppliers reflects our values. We strive to ensure that the way we run our business prevents and deters any form of modern slavery and human trafficking from occurring anywhere in our business and supply chain. We are also working with our suppliers to ensure that they uphold the principles in this statement.

#### **Our organisational structure and our business**

Alteryx is a data analytics software company offering an award-winning end-to-end platform that unifies the analytic experience, enabling organisations to break data barriers. The Alteryx Platform provides the analytic flexibility that business analysts, data scientists, and IT need to discover, prepare, analyze, and operationalize analytic models through a collaborative and governed platform.

We are headquartered in Irvine, California, US, but have offices in various countries across the world. Alteryx is a publicly traded company on the New York Stock Exchange.

#### **Our staff**

Alteryx employs 2,703 employees worldwide. We rely on the commitment and aptitude of our employees to deliver our services, and so we regard as essential our commitment to ensuring we operate a fair and ethical workplace. This applies across all our offices worldwide.

As part of this we ensure compliance with all applicable employment legislation relating to employee recruitment and terms and conditions wherever they are based. For example, in the UK, this includes ensuring we obtain right to work evidence and that no UK staff in the UK offices are paid less than the living wage.

#### **Our supply chains**

Given the nature of our business, we have a relatively short supply chain. Our software is primarily developed and maintained by our internal development teams. These teams are part of Alteryx and so subject to the diligence and recruitment standards which apply for all of our staff.

The remainder of our suppliers are providers of our operating systems, services and companies which supply us with hardware and office equipment. These are generally sourced from large reputable suppliers.

#### **Our due diligence processes**

It is essential that we have confidence that our contractors, suppliers, and other business partners are working towards meeting the same high standards as we do. In particular, we are determined to ensure our suppliers treat their own employees and workers with dignity and respect in a fair and ethical environment.

The way in which we engage with suppliers helps to ensure that we can be confident that we remain compliant with the law at all times.

## **Assessing and managing risk**

The importance of identifying, assessing, and monitoring any potential areas of risk in relation to our business and supply chains is intrinsic to the way we operate as a business. This includes considering where we are obtaining services from, the nature of those services, the length of the relationship with the relevant supplier and the nature of what is being supplied.

We are aware that risk can arise throughout the supply chain and we work to put practices in place to assess and mitigate against that risk. In that context we carefully consider our suppliers and particularly ensure that, to the extent possible, appropriate contractual obligations are put in place to bind our suppliers to compliance with applicable legal requirements.

## **Our Policies**

As a business we have implemented a number of policies designed to ensure that the way we work, and the way those working with us conduct themselves, is reflective of the principles and standards we hold ourselves to. In that respect we have implemented the following policies:

### *Code of Business Conduct and Ethics*

Our Code of Business Conduct and Ethics sets out the way we operate, and our expectations for how those who we engage with should operate. It specifies, among other things, an obligation on our staff and contractors to comply with all applicable laws.

The Code of Business Conduct and Ethics particularly emphasises the ethical obligations which must be adhered to, as well as general principles of fairness, honesty, including not taking unfair advantage of anyone. It stresses the special role that those involved in procurement have.

By implementing and enforcing the Code of Business Conduct and Ethics, we seek to heighten standards both internally and with those we do business with. The Code also encompasses a mechanism for dealing with violations, encouraging the reporting and redressing of concerns as soon as possible.

### *Legal Compliance Policy*

We have also implemented a specific Legal Compliance Policy ensuring that all employees and directors are fully aware of their responsibility for promoting legal compliance and ethical business conduct throughout Alteryx.

The policy sets out the standards we expect to be set, including building and maintaining a culture of compliance, and preventing, detecting and responding to compliance problems. It encourages employees to understand the options for raising compliance concerns and explains the role our Compliance Officer (who reports directly to our CEO) plays in investigating concerns. This is of course broader than Modern Slavery Act compliance but applies to help us to reduce the risk of modern slavery issues arising and provides a mechanism for dealing with concerns if they do.

These policies are supported by a separate Anti-Corruption Policy and Whistleblower and Complaint Policy. Together these policies help us to set the standard we expect, ensure that our staff are best placed to help us achieve it, and importantly feel supported to do so.

## **Training**

It is important to us that our employees are aware of the issues surrounding modern slavery and support our values. We train our employees on the importance of legal compliance (in accordance with our Legal Compliance Policy) and intend to ensure that this extends to an understanding of the Modern Slavery Act and what to be aware of.

## Looking ahead


Compliance with the Modern Slavery Act is an ongoing commitment. As an organisation, we are continuing to develop the way we work to ensure that slavery and human trafficking play no part in our business or supply chain.

As part of achieving ongoing improvements, we are intending to continuously evaluate our monitoring program to ensure our actions are consistent with industry practices, and we believe our efforts to date have been effective in preventing slavery and human trafficking from infecting our supply chain. We intend to continue to engage with our key suppliers and hope to improve their awareness of modern slavery issues and risks.

We will continue to periodically review our policies and suppliers to ensure compliance with the relevant slavery legislation. We will also continue to enhance our collaboration with our relevant entities to combat modern slavery.

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes Alteryx's slavery and human trafficking statement for the financial year ending 31 December 2022.

This statement is approved by the board of directors of Alteryx and made pursuant to the UK's Modern Slavery Act 2015 and the Modern Slavery Act 2018 of Australia and constitutes Alteryx's slavery and human trafficking statement for the financial year ending 31 December 2022.

  
[Mark Anderson \(Nov 14, 2023 13:07 EST\)](#)

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**Mark Anderson, Chief Executive Officer**