



Modern Slavery Act Statement

Fiscal Year 2024

Bandwidth Inc. and its subsidiaries UK Bandwidth Limited and Voxbone SA (“Bandwidth”) provide the following statement concerning Bandwidth’s commitment to preventing slavery and human trafficking in its business and supply chain, pursuant to the UK Modern Slavery Act 2015, section 54 and the Australian Modern Slavery Act 2018.

Who We Are

Bandwidth Inc. is a publicly-traded company incorporated in Delaware, United States and headquartered in Raleigh, North Carolina, United States. UK Bandwidth Limited, a wholly-owned subsidiary of Bandwidth Inc., is a private company limited by shares established under the laws of England and Wales under company number 11155808. Voxbone SA, a wholly-owned subsidiary of Bandwidth Inc., is a public limited company (“Société Anonyme”) established in Belgium under company number TVA BE 0478.928.788 with branches in certain countries around the world, including Australia.

What We Do

Bandwidth provides Internet Protocol (IP)-based, software-powered communications solutions built for the enterprise. Our communications platform, backed by our all-IP network, enables customers to create, scale, and operate voice and messaging services across mobile applications and connected devices, providing global connectivity at enterprise scale.

Key Standards and Values

We are committed to honesty, fair dealing, and transparency in every aspect of our business. Our [Code of Business Conduct and Ethics](#) (“Code of Conduct”) sets forth the principles and standards to which we expect all personnel conducting business on behalf of Bandwidth to adhere. Our employees, contractors, and consultants (“personnel”) are required to review and acknowledge compliance with our Code of Conduct annually. In addition to setting forth our principles and standards, the Code of Conduct requires that personnel report both known and suspected violations of applicable laws and Company policy. We provide multiple options for reporting, including a compliance hotline that is available 24 hours a day, seven days a week, and allows for anonymous reporting; and reporting in writing to our Ethics & Compliance Officer, our General Counsel, and/or our Audit Committee, which also can be done anonymously. For accounting-related concerns, in addition to the Code of Conduct, we have a [Policy for Complaints Regarding Accounting, Internal Accounting Controls, or Auditing Matters](#). Our personnel have the right to protection under our whistleblowing policies, and we strictly prohibit and will not tolerate retaliatory behavior against anyone who reports a concern in good faith.

We believe that all workers deserve a fair, safe, and ethical workplace, and we are committed to protecting and promoting human rights. We do not tolerate forced or involuntary labor, harassment, discrimination, or any behavior that creates a hostile work environment.

Our Approach

As a communications platform provider, our intellectual property, platforms, and network are the foundation of our business, and our reliance on third-party suppliers of tangible goods is very limited. Based on the nature of our business and the industry within which we operate, we evaluate suppliers

using a risk-based approach to ensure there are procedures in place to protect against slavery and human trafficking. We do not, and would not, knowingly engage with any supplier involved in slavery or human trafficking.

We expect all suppliers to comply with all applicable laws and regulations, regardless of the nature of their work. Personnel who interact with our suppliers are required to report unlawful or unethical conduct that comes to their attention. Upon such reporting, or should we otherwise become aware of any issues relating to slavery or human trafficking in our supply chain, we will take swift steps to address the issues, up to and including terminating our relationship with the supplier and reporting information to relevant authorities.



David A. Morken
Director, UK Bandwidth Limited
Director, Voxbone SA
CEO, Bandwidth Inc.