



# UK Modern Slavery Act Statement

Fiscal Year 2020

Bandwidth Inc. and its subsidiary UK Bandwidth Limited 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.

## Who We Are

Bandwidth Inc. is a publicly-traded company incorporated in Delaware and headquartered in Raleigh, North Carolina. UK Bandwidth Limited is a private company limited by shares, and is incorporated in England and Wales under company number 11155808.

## What We Do

Bandwidth provides 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.

## 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 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 employees 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 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](#). 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-as-a-service ("CPaaS") 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 take a risk-based approach regarding our supply chains. We expect all suppliers to comply with all applicable laws and regulations, regardless of the nature of their work.

We do not, and would not, knowingly engage with any supplier involved in slavery or human trafficking. Employees 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.



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