



Creating a better world of work



ACKNOWLEDGEMENT OF COUNTRY

Culture Amp was founded on the lands of the Wurundjeri people and we now have employees all over the world including from our offices located in the traditional lands of the Wurundjeri, Munsee Lenape, Ohlone, and Potawatami and Kickapoo people. We acknowledge the Traditional Custodians of these lands and pay our respects to their Elders, past and present, and emerging.

A message from our Co-Founder and CEO

From the opportunities we create for our own people to how we engage our suppliers and customers, we recognise our responsibility to act ethically and for good.

Culture Amp remains deeply committed to transparency, sustainability and social responsibility. This includes supporting the aims of the Modern Slavery Act (2018) and ensuring that our business and supply chains are free from exploitation.

Together we can make progress towards a world where all people have access to safe, fair and dignified work.



Didier Elzinga
Co-Founder & CEO
Culture Amp

Didier Elzinga



About this statement

This Modern Slavery Statement ("Statement") covers the activities of Culture Amp Pty Ltd (ACN 138 600 987) for the financial year ending 30 June 2025 ("Reporting Period").

This Statement applies to Culture Amp Pty Ltd headquartered in Melbourne, Australia and its related entities, Culture Amp Ltd (UK), Culture Amp Inc (US), Culture Amp Pty Ltd (NZ), Organizational Diagnostic DOO (Serbia) and Culture Amp GmbH (Germany) who are the employing entities in their relevant jurisdictions and have the same governance structure as Culture Amp Pty Ltd.

This Statement outlines the actions Culture Amp has taken to identify, assess and manage the risks of modern slavery within our operations and supply chain.



About Culture Amp

Culture Amp's mission is to create a better world of work.

Since launching in Melbourne in 2009 as an employee feedback platform, we have evolved into the world's leading employee experience solution, helping companies understand what matters to their people and how to turn insight into meaningful action.

The way organisations think about people, culture and belonging continues to rapidly evolve. Following years of social and economic disruption, workplaces are navigating new expectations around flexibility, wellbeing, diversity and inclusion. Culture Amp is uniquely positioned to help organisations build more engaged, inclusive and high performing teams.

At the same time, customers are increasingly expecting more from their partners - choosing fewer vendors and prioritising those who demonstrate ethical, responsible and sustainable practices. Delivering positive and responsible impact is therefore critical to maintaining trust and supporting long term-term customer partnerships.

As we continue to grow, our responsibility extends beyond our own operations to the wider network of suppliers and partners who support us. We remain committed to working collaboratively across our supply chain, and where relevant, with our customers to help reduce the risk of modern slavery and support fair, equitable and safe work for all people.

Our operations and supply chains are assessed as low risk for modern slavery due to the nature of our work and the professional makeup of our workforce.



Our culture and values

Culture Amp's four values guide everything we do:

- ✓ Have the courage to be vulnerable
- ✓ Learn faster through feedback
- ✓ Trust people to own their decisions
- ✓ Amplify others



These values underpin our culture-first approach and our commitment to human-centred leadership. We recognise that addressing modern slavery aligns directly with our purpose - a better world of work is a world where modern slavery no longer exists and everyone has access to fairly compensated, equitable and safe work.

In 2025, we have continued to strengthen our focus on equity, inclusion and social impact through our internal initiatives and through the Culture Amp foundation.

Our impact and commitment

Culture Amp was founded on the belief that organisations can and should be a force for positive change. We have been BCorp certified since 2017 and are one of the founding members of the 1% pledge. We continue to provide discounted access to our platform for non-profits, indigenous led organisations and BCorps.

We want to ensure that other organisations working to build a better world can afford and access Culture Amp's tools, especially those that wouldn't otherwise be able to. That's why we created a non-profit grant program for organisations that primarily support Black and Indigenous people, or focus on issues that disproportionately affect these communities.

Black and Indigenous-owned organisations that are customers of Culture Amp receive a 38% discount on the standard price for our products. This discount represents the largest we currently offer to for-profit customers and symbolises the 38% wage gap between Black women and White men.

In addition, we provide a 10% discount to all BCorps, supporting customers who share our sustainability mindset and values.

We continue to strive to become a more equitable and anti-racist organisation. Our work with Kevin Wiggins, Special Advisor to our first Anti-Racism Plan, helped us understand what meaningful change looks like. In his honour, we launched the Racial Justice Non-Profit Grant Program in December 2020 to support organisations that advance racial equity and systemic change.



Culture Amp's structure, operations and supply chain

Structure

Culture Amp Pty Ltd ("Culture Amp") is a privately held Australian company headquartered in Melbourne. We have wholly owned subsidiaries including Culture Amp Ltd (UK), Culture Amp Inc (US), Culture Amp Pty Ltd (NZ), Organizational Diagnostic DOO (Serbia) and Culture Amp GmbH (Germany) which share the same governance structure and policies as the Australian parent entity. As these subsidiaries are fully owned by Culture Amp Pty Ltd, their operations and supply chains are covered under this statement.

Supply Chain

Our suppliers are primarily based in Australia and the United States, with the majority of spend concentrated across four main categories:

- Technology: software, hardware, infrastructure, security, and cloud hosting
- Professional Services: consulting, specialist, and administrative support
- Marketing: advertising, events, and merchandise sponsorships
- Facilities: office rent, maintenance, and operations

Operations

Culture Amp is a leading employee experience platform, empowering organisations around the world to build more equitable, engaged, and high-performing workplaces. Our mission extends beyond software delivery, it includes educating and supporting our customers to take a culture-first approach to leadership, performance, and employee wellbeing.

Today, more than 6,500 organisations and over 13 million employees globally use Culture Amp to measure and improve engagement, performance, and belonging. Our customers span a wide range of industries and sizes, including global brands such as Canva, Bombas, Etsy, and KIND.

As a Software-as-a-Service (SaaS) company with a highly skilled and professional workforce, Culture Amp employs approximately 1,000 people worldwide, the vast majority being permanent employees, with a small number of specialist contractors.

Modern slavery risks

Business operations

Given the nature of our business, Culture Amp's operations present a low inherent risk of modern slavery. Our workforce is largely composed of skilled professionals employed in countries with robust labour laws and protections.

Culture Amp has been recognised globally for its commitment to workplace excellence, named in the Australian Financial Review's Best Places to Work list (Technology category) and as one of Inspiring Workplaces' Top 25 Global Organisations for outstanding employee experience.



Supply chain and procurement

Our initial supply chain assessment indicates that the majority of our suppliers operate in low-risk industries and jurisdictions. Nonetheless, we remain vigilant and committed to continuous improvement in how we identify, assess, and manage modern slavery risks across our operations and supplier relationships.



Governance, policies and controls to assess modern slavery risks

Governance

Culture Amp has an established Modern Slavery Risk governance structure with key stakeholders involved in the governance and management of Modern Slavery Risks including the Finance, Risk, Security and Legal Teams. This governance model ensures alignment with Culture Amp's broader Risk Management Framework and supports continuous improvement in ethical sourcing and responsible business practices.



Policies and processes

Culture Amp's Modern Slavery Policy sets out our commitment to preventing modern slavery and human trafficking in our operations and supply chain. The policy:

- Defines the principles for identifying and managing modern slavery risks.
- Outlines expectations for suppliers and business partners, including the requirement to uphold ethical labour practices.
- Establishes due diligence and escalation processes when potential risks are identified.
- Links to our broader procurement, risk management, and compliance frameworks to ensure integrated oversight.

Training

We have developed a new Modern Slavery Training Program to increase awareness among staff involved in supplier engagement, procurement, and risk management. This training will be rolled out during FY2025/26, focusing on:

- Understanding modern slavery indicators and risk factors
- Embedding due diligence practices into procurement and supplier management; and
- Reinforcing Culture Amp's expectations around ethical sourcing and responsible business conduct.

Whistleblowing

Culture Amp's Whistleblower Policy and Hotline, operated by an independent third party (Convercent), provides employees and contractors with a confidential and anonymous channel to raise concerns, including potential modern slavery issues.

The hotline promotes transparency and accountability by ensuring employees can report concerns without fear of reprisal.



Code of conduct

Our Code of Conduct reinforces Culture Amp's expectations around integrity, diversity, equity, inclusion, and sustainability. It requires all employees and contractors to assess the quality and integrity of any supplier or service provider prior to engagement. We also expect our suppliers to adhere to the same standards or demonstrate an equivalent commitment to ethical practices.

Values

Culture Amp has four core values:

1. Have the courage to be vulnerable ;
2. Learn faster through feedback
3. Trust people to own their decisions;
and
4. Amplify others;

These underpin our ethical and responsible approach to business. These values guide our actions, shape our culture, and support a workplace and supply chain where fairness, integrity, and respect are embedded in everything we do.

Effectiveness of actions and controls

Culture Amp regularly reviews the effectiveness of its modern slavery approach to ensure ongoing improvement. Insights from these reviews inform our broader risk management and governance processes, supporting continuous enhancement of our policies, training and supplier engagement practices.



Consultation and approval

This Statement is made pursuant to the Modern Slavery Act 2018 (Cth). The Statement has been developed through consultation with the relevant stakeholders within Culture Amp Pty Ltd and its wholly owned and controlled subsidiaries.

This Statement has been approved by the Culture Amp Board and signed by Culture Amp's Chief Executive Officer.

