

# Human Rights Statement

This Human Rights Statement applies to Alteryx, Inc. and its direct and indirect subsidiaries.

## OUR GUIDING PRINCIPLES

We are committed to complying with all applicable employment, human rights, and environmental laws and regulations in all locations where we conduct business.

We believe that businesses have a responsibility to respect and promote human rights. By focusing on the principles outlined in our core values, Code of Business Conduct and Ethics and this Human Rights Statement, we strive to uphold human rights and prevent human rights violations in our business practices and operations.



## WORKFORCE PRACTICES

In keeping with our commitment to the communities in which we do business, we are an equal employment opportunity employer. This means that employment decisions are to be based on merit and business needs, and not based upon race, religion, color, creed, sex or gender, gender identity, gender expression, national origin, ancestry, age, marital status, sexual orientation, genetic characteristics or expressions, genetic information, medical condition, pregnancy, childbirth and related medical conditions, perceived or actual physical or mental disability, military service, veteran status or any other classification protected by any applicable national, federal, state, provincial or local law. We believe our success depends in part on the equal treatment of all employees and applicants for employment without regard to any protected characteristic.

We are committed to a work environment free from all types of harassment, violence, intimidation, and offensive behavior and to fostering an environment where interactions are respectful and professional. We recognize that workplace harassment includes any unwelcome or unwanted conduct that denigrates or shows hostility or an aversion toward another person on the basis of any characteristic protected by applicable national, federal, state, provincial or local law.

We are committed to promoting high standards of honest and ethical business conduct and compliance with applicable laws, rules and regulations. We have adopted a Code of Business Conduct and Ethics that includes ethical labor practices and applies to all members of our Board of Directors, officers, employees and independent contractors and consultants. Our Code of Business Conduct and Ethics is available on our website at <https://www.alteryx.com/legal>.



## DIVERSITY, EQUITY, INCLUSION & BELONGING

We believe in a culture where everyone feels they belong. As equality is one of our core values, we are committed to fostering an inclusive workplace and we recognize that each unique characteristic of our employees makes us stronger. Therefore, we are dedicated to equitable hiring, promotion, and retention practices, ongoing pulse checks to monitor our progress in creating a more inclusive workplace and providing education that empowers our people to be successful in their career progression and goals.



## WORK HOURS, WAGES AND BENEFITS

We compensate employees competitively relative to the industry and local labor market. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.



## FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

We respect the legal rights of our employees to associate freely, bargain collectively, join or not join trade unions, seek representation and join workers' councils in accordance with local laws, without fear of reprisal, intimidation or retaliation.



## SAFE AND HEALTHY WORKPLACE

Safety is a shared responsibility at our company; all employees must be safety-conscious, follow safety rules and procedures, and immediately alert us to any unsafe or unhealthy conditions in the workplace. We have also developed guidelines to help maintain a secure workplace.



## FORCED LABOR AND HUMAN TRAFFICKING

We have adopted a Modern Slavery Act Transparency Statement, which is available on our website at <https://www.alteryx.com/legal>, to affirm that we believe that everyone we interact with should be treated with dignity and that we regard all forms of modern slavery and human trafficking as abhorrent. 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.



## CHILD LABOR

We prohibit the hiring of individuals that are under 18 years of age.



## ENVIRONMENTAL SUSTAINABILITY

We are committed to understanding the environmental impact associated with our global operations and finding opportunities to minimize that impact.



## DATA PRIVACY & SECURITY

We safeguard the personal data we process, including the data of our applicants, employees, consultants and contractors, partners, customers, users and the public, as required by applicable data protection laws. We have implemented a global privacy program to address the needs of our users, customers and partners. With respect to any personal data we collect in our relationship with users, we comply with applicable data protection laws, including the Global Data Protection Regulation and California Consumer Privacy Act, consistent with our [Privacy Policy](#) and, with respect to customer data, our Data Processing Agreement, which is available on our website at <https://www.alteryx.com/legal>.

We have implemented and maintain an information security program that considers the sensitivity of the personal data and confidential information we process—both for our own internal business needs and on behalf of our customers—and we utilize appropriate administrative, technical and organizational measures to address any risks pertaining to such processing. Our information security program aligns to the NIST CF and NIST Privacy Frameworks, as well as ISO 27001 and SOC 2 requirements. A more detailed program overview is provided in our Information Security Program Description, which is available on our website at <https://www.alteryx.com/trust>.



## CORRUPTION AND BRIBERY

All of our directors, officers, employees, independent contractors, and consultants, partners operating under the Alteryx Partner Program, agents and representatives worldwide are required to comply with the Foreign Corrupt Practices Act, the UK Bribery Act, other applicable anti-bribery laws, local laws and our Anti-Corruption Policy. These individuals are specifically prohibited from, directly or indirectly, authorizing, making, offering, promising, requesting, receiving or accepting bribes, kickbacks or other improper payments in any form. This prohibition applies to all forms of bribery, including commercial bribery as well as bribery of government officials.



## POLITICAL SPENDING

We do not make contributions or payments that could be considered a contribution to a political party or candidate, or to intermediary organizations such as political action committees. However, all employees are free to exercise their right to make personal political contributions within legal limits. We will not reimburse employees for any political contributions.



## REVIEW, REPORTING & GRIEVANCE PROCESSES

To promote a high standard of ethical and professional conduct, we have an ethics and compliance reporting hotline where, as permitted by law, employees, contractors, customers and vendors may address or report any issues on a confidential and anonymous basis. Employees have several options to address or report any issues or complaints, whether through their manager, their human resources business partner, by mail to our compliance officer, by email to a designated email address or through the reporting hotline or internet portal. Our ethics and compliance hotline information is on our website at <https://www.alteryx.com/legal>.