



# Global Diversity, Equity, Inclusion, and Belonging (DEIB) Policy

## INTRODUCTION

Creating a culture of diversity, inclusion, equity, and belonging (DEIB) reflects our Talend values. This work is a key priority for all of us as we continue to foster an agile and responsive environment where diverse experiences and perspectives are welcomed and applauded.

Our commitment to a culture that is powerfully diverse and broadly inclusive expresses itself in everything we do — and it's something we are dedicated to driving at Talend.

## PURPOSE

Talend SAS, and its subsidiaries, ("Talend") is one global organization striving to create an inclusive environment that embraces differences, fights for equity, fosters inclusion, and assures belonging. Talend promotes not only valuing DEIB, but also acting on DEIB initiatives to enable the company to achieve its mission to create value for employees, customers, business partners, shareholders, community, and all other stakeholders.

## SCOPE

This DEIB Policy applies to Talend's leadership, employees and consultants, agents, representatives, suppliers, partners, and contingent workers when they act on behalf of Talend. It is intended to complement local statutory provisions.

## POLICY

Talend recognizes the beauty and value in having diverse individuals coming together to create, grow, and lead our company forward. Our culture celebrates differences in race, color, creed, gender identity and expression, religion, marital status, registered domestic partner status, age, national origin or ancestry, citizenship, physical or mental disability, medical condition, sex, genetic information, sexual orientation, veteran status and the intersection of the aforementioned characteristics which makes every background a unique addition to our community.

### Talend Community Commitment

The Talend Community Commitment to DEIB aligns with our values of Passion, Integrity, Teamwork, Agility, and that certain *Je Ne Sais Quoi* — and is reflected in our global Business Code of Ethics. DEIB is sponsored at the highest levels in Talend and initiatives are applicable (but not limited) to practices and policies on global mobility, recruitment and selection, equitable pay, professional development and training, promotions, social and recreational programs, and the ongoing development of a work environment built on the premise of equity that ensures:

- Recognition of the value diversity generates to the business and its culture
- Open, encouraged, and respectful communication between all individuals, regardless of title or seniority
- Empowerment of the entire community to give suggestions on how Talend can become more equitable and inclusive
- An environment where employees can thrive professionally without worrying that their identity and interests could limit their potential
- Flexible working practices that recognize the need for work/life integration so individuals can carry on with their lifestyles, personal responsibilities, and cultural practices
- Visibility of diversity, including invisible diversity, at every level and department of the company.
- Employee awareness of their own unconscious and conscious bias and to the knowledge to ensure this does not manifest itself at work

Ultimately, leadership and managers are responsible for meeting the above commitments. However, this policy takes a community of all employees, contractors, partners, and visitors to strive towards an inclusive and safe environment for all.

### Manager Responsibilities

- Remaining conscious of this policy throughout the daily operations of their respective team and ensuring equitable opportunity for all direct reports

- Staying diligent to situations that may have been escalated from bias and taking appropriate preventative measures and resolutions

### **Employee Responsibilities**

- Ensuring that the principles of this policy are implemented in all interactions within Talend activities and business interactions
- Staying committed to a community of care that reports any instances of bias or discrimination that is counter to this policy, and understanding the appropriate procedures in place

### **Equal Opportunity**

Talend is proud to be an equal employment opportunity employer and makes employment decisions based on merit. We strive to have the best available candidates in every job. Company policy prohibits discrimination based on race, color, creed, gender (including gender identity and gender expression), religion (all aspects of religious beliefs, observance or practice, including religious dress or grooming practices), marital status, registered domestic partner status, age, national origin or ancestry, citizenship, physical or mental disability, medical condition (including cancer or a record or history of cancer, and genetic characteristics), sex (including pregnancy, childbirth, breastfeeding or related medical condition), genetic information, sexual orientation, veteran status ( ex-services; in-active duty service members; government services), or any other consideration that may constitute discrimination under federal, state, or local laws, ordinances, or regulations. It also prohibits discrimination based on the perception that anyone has any of those characteristics or is associated with a person who has or is perceived as having any of those characteristics. Discrimination can also include failing to reasonably accommodate religious practices or qualified individuals with disabilities where the accommodation does not pose an undue hardship. All such forms of discrimination are unlawful and we do not tolerate discrimination at Talend.

### **Discriminatory Harassment and Bullying**

Talend wants you to be able to be your unique self. Therefore, Talend is committed to providing a work environment free of discrimination and/or harassment. Company policy prohibits conduct that is disrespectful or unprofessional as well as discrimination and/or harassment based on the factors described above. All such conduct violates company policy. Talend's anti-harassment policy applies to all persons involved in the operation of Talend and prohibits harassment, disrespectful, or unprofessional conduct by any employee of Talend, including managers, vendors, customers, independent contractors, and any other persons. It also prohibits harassment, disrespectful, or unprofessional conduct based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics. Prohibited discrimination and/or harassment includes, but is not limited to, the following behavior:

- Verbal conduct such as epithets, derogatory jokes or comments, slurs, or unwanted sexual advances, invitations, or comments
- Visual displays such as derogatory and/or sexually oriented posters, photography, cartoons, drawings, or gestures
- Physical conduct including assault, unwanted touching, intentionally blocking normal movement or interfering with work because of sex, race, or any other protected basis
- Threats and demands to submit to sexual requests as a condition of continued employment, or to avoid some other loss, and offers of employment benefits in return for sexual favors
- Retaliation for reporting or threatening to report harassment
- Communication via electronic media of any type that includes any conduct that is prohibited by state and/or federal law, or by company policy.

If any Talend Stakeholder believes that they have been subjected to harassment, discrimination, or any other conduct that violates this policy, or if they believe that someone else has been subjected to harassment, discrimination, or any other conduct that violates this policy, please report the facts of the conduct to a manager or the Talend People team. We understand that it may be uncomfortable and difficult to do, but as part of the reporting process, more information may be asked for, including details of the incident or incidents, names of individuals involved, and names of any witnesses. All complaints will be promptly and thoroughly investigated, and all information disclosed during the investigation will remain confidential except as necessary to conduct the investigation and take any remedial action, and in accordance with applicable law. All employees and managers have a duty to cooperate in the investigation of alleged harassment or discrimination. Failing to cooperate or deliberately providing false information during an investigation shall be grounds for disciplinary action.

If Talend determines that harassment in violation of this policy has occurred, effective remedial action will be taken in accordance with the circumstances involved. Any employee determined by Talend to have violated this policy will be subject

to appropriate disciplinary action, up to and including termination. Talend will not retaliate against any employee for filing a good faith complaint and will not tolerate or permit retaliation by management, employees, or co-workers.

In addition to Talend's internal complaint procedure, employees should also be aware of local government agencies that investigate and prosecute complaints of harassment, discrimination, and retaliation in employment. These agencies have the authority to conduct investigations of the facts, and if they believe that a complaint is valid and settlement efforts fail, they may file a lawsuit in court. Courts have the authority to award monetary and non-monetary relief in meritorious cases. Talend strictly prohibits retaliation for filing a charge with a government agency or for participating in an investigation by a government agency.