Talend – Corporate Social Responsibility Statement

December 2022

At Talend, we are dedicated to making data useful for all organizations to change the way the world makes decisions by taking the work out of working with data. We believe that to achieve our mission, it is important that we operate our company in a socially and environmentally responsible manner. We recognize that we have a responsibility to benefit society, be mindful of our impact on the environment, support our employees, and promote a safe, positive, diverse and inclusive environment in which our employees work.

Governance

Talend is committed to conducting business in an ethical manner and complying with applicable laws and regulations. To this end, Talend has implemented several relevant policies that apply to its employees and independent contractors. These policies are acknowledged annually by Talend’s employees and independent contractors and Talend provides annual trainings on the policies.

Importantly, Talend has adopted a Code of Business Conduct and Ethics, which is designed to deter wrongdoing and to promote honest and ethical conduct, compliance with applicable laws, and accountability.

We also have adopted a Whistleblower Policy to govern the receipt, retention and treatment of any complaints regarding, among other things, Talend’s financial matters, anti-corruption compliance issues, unlawful discrimination, sexual harassment, and unethical or illegal conduct. The Whistleblower Policy provides reporting mechanisms, including the ability to submit complaints anonymously through a whistleblower hotline and portal.

Further, we are committed to providing a work environment in which employees feel free to raise any good faith concern, free of retaliation, discrimination, or harassment. We do not tolerate retaliation against any individual who reports in good faith or participates in investigations of any complaints.

Talend conducts business with governments and public sector institutions and we are committed to complying with applicable anti-corruption and anti-bribery laws. We believe Talend’s reputation for honesty, integrity and fair dealing is central to the company’s prospects for success.

Social

Our employees are a crucial asset and critical to us achieving our mission and satisfying the needs of our customers. It is therefore vital that we support our employees, provide them a safe, positive, diverse and supportive environment, and support the communities in which our employees live and work.

As part of our dedication to and investment in employees, we conduct regular employee engagement surveys to monitor a variety of different areas, including employee satisfaction, inclusion, and work-life balance. We take the feedback seriously in assessing ways to further support our employees and our mission, and hold regularly scheduled town halls to highlight key findings of these engagement surveys.

Talend is committed to diversity, equality, inclusion, and belonging. We believe a diverse and inclusive environment drives innovation, performance, and creativity, and is integral to attracting and
retaining key talent. We take any and all allegations of unlawful discrimination seriously and do not tolerate discriminatory behavior in our workplace. We also conduct an annual review of pay equity and intend to continue to focus our efforts on achieving pay equity across our organization.

To help our employees support their own communities, we have also recently introduced twenty-four hours of annual paid volunteer time off for each employee. Employees have used this time to, among other things, clean litter off of city streets, volunteer at food banks, deliver Meals on Wheels, and maintain hiking and nature trails.

**Environment**

We believe it is important to be mindful of how our business operations impact the environment and to seek opportunities to promote more environmentally sustainable business practices.

In recent years, in light of the COVID-19 pandemic and the globally distributed nature of our employee base, we have transitioned to a remote-first company. While we maintain office locations or shared workspaces in some geographies, we have reduced our overall demand for office space. In addition, our remote-first positioning has reduced the need for our employees to commute to work.

Where we do maintain offices, we have undertaken certain local initiatives to reduce the consumption of water, energy and office supplies, and minimize waste. For example, local offices engage in waste sorting and recycling and use water fountains or stations to reduce the consumption of bottled water. Certain offices are located near public transportation, which we believe encourages the use of mass transit options.

Talend’s software solutions can also be used by customers to improve data management in ways that help them tackle environmental challenges. For example, one Talend customer has used Talend’s solutions to improve the trust in its data that it uses to understand customer consumption habits to assess how to transition them to zero carbon. More generally, Talend Cloud itself helps customers reduce resource consumption through shared infrastructure-as-a-service, thereby consolidating energy usage, reducing physical waste, and enabling customers to pursue remote-first data management teams.

**Data Protection**

As a company focused on data, we have a deep appreciation for our data privacy and security obligations, and we prioritize data compliance efforts to help our customers fulfill their own data protection responsibilities.

For instance, we maintain multiple cloud locations to help clients abide by data residency and transfer requirements, and we offer on-premises solutions for clients who want more control over their data. We continuously audit how data flows throughout Talend to understand the data lifecycle and implement policies procedures to protect that data from collection to deletion.

Our Privacy Team conducts regular data privacy assessments, reviews vendor capabilities, trains internal teams on data handling, and updates processor documentation should our clients require it. For more information on how we fulfill our data privacy requirements, see our Privacy Information Portal.

Our Information Security Team maintains organizational security controls to meet and exceed our obligations under information security standards, including SOC 2 Type 2, ISO/IEC 27001, Cyber Essentials.
Plus, the HIPAA Security Rule, and CSA Star. For more information about our information security, please see our [Talend Information Security Page](#).