

## GoDaddy Inc.'s Human Rights Policy

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At GoDaddy, respecting human rights is fundamental to our operations and integral to our commitment to ethical business practices. This Human Rights Policy (this “Human Rights Policy”), made on behalf of GoDaddy Inc. (“GoDaddy,” “we,” and “our”), outlines our dedication to promoting and protecting human rights across all areas of our business. We recognize that human rights encompass a broad range of issues, including labor rights, cybersecurity and data privacy, content safety and freedom of expression, and freedom from unlawful discrimination, harassment, and retaliation.

### **Commitments**

As a signatory to the United Nations Global Compact (“UNGC”), we support the UNGC’s Ten Principles and annually disclose how we are contributing to our priority United Nations Sustainable Development Goals (“SDGs”). This Human Rights Policy also aligns with the UN Guiding Principles on Business and Human Rights and applies to all GoDaddy’s products, services, operations and value chains. We are committed to fostering a workplace and business environment that upholds the dignity and rights of all individuals and promotes inclusivity while mitigating risk within our supply chain.

### **Key Areas**

In furtherance of our commitment to human rights and in alignment with the SDGs, we focus on several key areas within our operations.

#### **Labor Rights**

GoDaddy is committed to respecting human rights and prohibits acts of modern slavery, child labor, forced labor, and human trafficking within our business and supply chain. Our [GoDaddy Anti-Slavery Statement](#) outlines our expectations of our vendors and suppliers, including prohibitions against child labor and forced labor under our Global Master Services Agreement – Supplier Code of Conduct. GoDaddy takes seriously the responsibility to be alert and vigilant, and we are committed to helping our employees, service providers, and our wider supply chain be aware of these risks and understand how to report them.

#### **Cybersecurity and Data Privacy**

GoDaddy maintains enterprise-wide cybersecurity and data protection programs designed to manage risks to the company's information systems and data (including personal data) from cybersecurity threats.

#### **Content Safety and Freedom of Expression**

We believe open communication, freedom of expression, and diversity of thought are paramount to empowering people to express their beliefs. We recognize, however, that this must be balanced with safe and responsible management to respond to harmful content properly. GoDaddy’s [Universal Terms of Service](#) sets forth the terms and conditions governing the use of our sites, products, and services globally. It is a violation of this Human Rights Policy to use our services to promote, encourage, or engage in violence or for any illegal activity, including, but not limited to the exploitation of children, the promotion of terrorism, the sale of prescription medicine without a valid prescription, and fraudulent activity.

### **Anti-Harassment, Discrimination & Retaliation**

We are committed to fostering a safe and inclusive workplace and providing equal opportunity in all aspects of employment. We will not tolerate discrimination, harassment, or retaliation as detailed in our [Code of Business Conduct & Ethics](#) and [Equal Opportunity Statement, Speak Up Policy](#), and company policies prohibiting discrimination, harassment, and retaliation.

### **Commitment to UNGC**

GoDaddy is a proud signatory to the UNGC, and we are committed to advancing its Ten Principles. We have identified select SDGs on which we believe we can have the greatest impact and are committed to reporting our progress towards these SDGs annually. By embedding these global goals in our strategies and operations, we aim to make a meaningful impact on the communities we serve.

### **Implementation**

To uphold this Human Rights Policy, we:

- Provide training and resources for employees to understand and implement human rights principles in their work.
- Assess the effectiveness of human rights standards and modern slavery measures.
- Establish reporting mechanisms for employees and stakeholders to voice concerns related to human rights violations or unethical behavior, ensuring that these mechanisms are accessible and promote confidentiality.
- Collaborate with partners and stakeholders, including local communities to promote best practices and continuous improvement in human rights efforts.

### **Governance**

The Nominating and Governance Committee of the Board of Directors (the “Committee”) oversees this Human Rights Policy. The Committee will periodically review and update this Human Rights Policy as necessary, including to reflect changes in laws, regulations, and best practices. Our commitment to transparency includes reporting on our progress on implementing this Human Rights Policy, addressing any challenges we encounter, and demonstrating accountability through updates to our stakeholders.

### **Monitoring and Remediation**

We will establish processes for monitoring compliance with this Human Rights Policy to ensure its effectiveness and to identify areas for improvement. If human rights violations occur, we are committed to providing appropriate remediation measures in accordance with relevant policies and the law. This includes a transparent process for addressing concerns, conducting thorough investigations, and implementing corrective actions where necessary.

As detailed in GoDaddy’s [Speak Up Policy](#), our Code of Business Conduct and Ethics, and additional company policies, suspected human rights violations should be reported. GoDaddy has a dedicated and confidential [Ethics Helpline](#) through which employees may ask questions

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and report suspected violations of laws or GoDaddy policies. Employees and stakeholders may also raise concerns through alternative channels as set forth in our policies.

It is important to us to engage with our stakeholders, as we believe that an informed approach will strengthen our commitment to human rights.