

## **Chegg, Inc. Human Rights Policy**

Chegg is the leading student-first interconnected learning platform, which is on-demand, adaptive, personalized, and backed up by a network of human help. Learn with Chegg is transforming the way millions of students succeed by reconnecting the link between learning and earning through tools and services that support students throughout their educational journey. Our mission is simply to help students save time, save money, and get smarter in order to help improve the overall return on educational investment. Visit [www.chegg.com](http://www.chegg.com) for more information.

### **I. Commitment**

Like the student community we serve, we're working hard every day, and we continually strive to improve. But our conduct must be grounded in our values, which includes respect for the fundamental protection of human and children's rights, consistent with the Universal Declaration of Human Rights. This includes protection of minority groups' rights, protection of women's rights, protection of children's rights, protection against human trafficking, and the right to water as a fundamental human right. We strongly believe that everyone deserves to live a life free of discrimination of any kind, which is why we clearly prohibit discrimination based on gender, race, disability, ethnicity, nationality, religion, sexual orientation and all other categories protected by federal, state or local law. At Chegg, we are committed to high ethical standards across our operations and encourage our partners and suppliers to do the same. While we'll always compete hard and do our best to protect Chegg's interests, we won't cut legal or ethical corners to meet a business objective. Integrity is at our core.

### **II. Policies and Practices**

Chegg's Code of Conduct can be found on the [Governance Documents](#) section of our [Investor Relations website](#). It outlines our commitment to complying with the laws and regulations that affect our business, and to conducting ourselves every day with integrity. All employees are expected to be familiar with this Code, and to follow both the spirit and the letter of the rules it sets out.

Every Chegg employee must complete training on topics including, but limited to: Building an Inclusive Workplace, Preventing Workplace Harassment, Inclusion and Belonging, Ethics, Chegg's Code of Conduct, and Channels for Reporting Unethical, Fraudulent, or Harassing Behavior. Chegg maintains a compliance hotline, an Ethics Counselor, and an online ethics portal. Chegg's Ethics Counselor can help advise employees on Ethics issues and is available to receive reports of potential violations of Chegg's Code of Conduct. Complaints are all taken seriously, and if action is needed to correct a confirmed violation, Chegg will take it. Retaliation for reporting ethics concerns is against the law, Chegg's policies, and Chegg's values. Chegg will not retaliate—and will not tolerate retaliation—against any individual for filing a good-faith complaint with the company, or for providing information in an investigation of any such complaint. Anyone who retaliates against another employee for making a good-faith complaint will be subject to disciplinary action, up to and including termination.