

CROWDSTRIKE HUMAN RIGHTS STATEMENT

CrowdStrike Human Rights Statement

CrowdStrike's mission is to stop breaches. In doing so, we are protecting a fundamental human right: security and personal safety. Our commitment to human rights extends beyond our products to our operations, supply chain, and business relationships. This Human Rights Statement articulates that commitment and applies to all countries and regions in which we operate.

Our approach is informed by internationally recognized human rights standards, including the United Nations Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. We will continue to evolve our approach, engaging with stakeholders as appropriate, as expectations and best practices develop.

CrowdStrike is committed to:

- Providing safe and healthy working conditions for our employees and others impacted by our operations ([CrowdStrike Code of Ethics and Business Conduct](#))
- Respecting labor rights, including fair wages and reasonable working hours, in accordance with applicable laws (CrowdStrike Employee Handbook and country-specific guidelines)
- Maintaining an equal opportunity workplace that is free from unlawful discrimination, harassment, and retaliation ([CrowdStrike Code of Ethics and Business Conduct](#))
- Taking a zero-tolerance approach to any form of human trafficking, modern slavery, or other forced or child labor within our operations and supply chain ([CrowdStrike Modern Slavery Statement](#))
- Respecting the right to privacy and handling personal data responsibly in our operations and products ([CrowdStrike Code of Ethics and Business Conduct](#); CrowdStrike Privacy Policy — Internal)
- Considering potential human rights impacts in our business activities and relationships, and building an ethical, transparent, and resilient global partner ecosystem — one that requires partners to follow the same high standards we expect of ourselves ([CrowdStrike Business Partner Standards](#))
- Deploying AI technology with careful consideration for security, privacy, and responsible development practices — an approach validated by CrowdStrike's [ISO/IEC 42001:2023 certification](#) for AI management systems
- Training our employees on the issues and policies referenced above, including required annual training on privacy and the CrowdStrike Code of Ethics and Business Conduct

CrowdStrike provides multiple, well-publicized channels (including a confidential third-party hotline hosted by EthicsPoint) for raising concerns or reporting potential human rights violations, without fear of retaliation. We handle allegations in a timely, consistent, and fair manner. ([CrowdStrike Code of Ethics and Business Conduct](#); [Speak Up Policy](#) — Internal)

Employees and other stakeholders can find the EthicsPoint hotline for their country at ethicspoint.crowdstrike.com.