



# HUMAN RIGHTS POLICY



At Akamai, we believe the Internet represents boundless opportunity; it can bring the world closer together and facilitate greater understanding among people across the globe. We are proud to be a part of the essential fabric of making the Internet work better for people around the world. We also believe respect for human rights is fundamental to unlocking the potential of the Internet and an essential value for the communities in which we operate. At Akamai, we are committed to ensuring our employees; the people who work for our contractors, customers and suppliers; and individuals in the communities affected by our activities are treated with dignity and respect.

**Overview:** This policy is guided by international human rights principles encompassed in the Universal Declaration of Human Rights, the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, the United Nations Global Compact and the United Nations Guiding Principles on Business and Human Rights. This policy applies to Akamai Technologies and the entities we own or control. Our Supplier & Partner Guiding Principles apply to our channel partners, vendors, and others who work closely with us; we expect those enterprises to honor the fundamentals of this policy and those guiding principles.

**Respect for Human Rights:** Akamai respects human rights. We are committed to identifying, preventing, and mitigating adverse human-rights impacts arising from our business activities before or if they occur through human-rights due diligence and mitigation processes. We are committed to engaging with stakeholders in the communities where we operate to ensure we are listening to, learning from, and taking into account their views as we conduct our business.

**Valuing Diversity:** We value the diversity of the people with whom we work and the contributions they make. We are committed to equal opportunity, intolerance of discrimination and harassment, and maintaining workplaces free from discrimination or harassment on the basis of race, color, religious creed, national origin, gender, sex, pregnancy or parental status, sexual orientation, gender identity, gender expression, medical condition, physical or mental disability, genetic information, age, military or veteran status, ancestry, marital status, or any other status protected by applicable law. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is unacceptable in the workplace and in any work-related circumstance outside the workplace. These principles apply not only to our employees but also to the business partners with whom we work.

**Freedom of Association and Collective Bargaining:** We respect our employees' right to join, form, or not to join a labor union without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognized union, works council, or similar body, we are committed to establishing a constructive dialogue with their freely chosen representatives. We are committed to bargaining in good faith with those representatives.

**Safe and Healthy Workplace:** We provide a safe and healthy workplace that complies with applicable safety and health laws, regulations, and internal requirements. We are dedicated to maintaining a productive workplace by minimizing the risk of accidents, injury, and exposure to health risks. We are committed to engaging with our employees to continually improve health and safety in our workplaces, including the identification of hazards and remediation of health and safety issues.

**Workplace Security:** We are committed to maintaining a workplace free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided as needed and will be maintained with respect for employee privacy and dignity.

**Forced Labor and Human Trafficking:** We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor, and any form of human trafficking.

**Child Labor:** We prohibit the hiring of individuals under 18 years of age for positions in which hazardous work is required.

**Work Hours, Wages, and Benefits:** We compensate employees competitively relative to the industry and local labor market. We strive to operate in full compliance with applicable wage, work hours, overtime, and benefits laws.