



## **Figma's Modern Slavery Act Statement**

**Section 54(1)** of the United Kingdom **Modern Slavery Act 2015** requires certain businesses to publish a statement specifying the efforts taken to prevent slavery and human trafficking anywhere in their own business or their supply chain for each financial year of the organization (the “**s.54 Statement**”). This communication constitutes the s.54 Statement of Figma, Inc. for the fiscal year ending December 31, 2021.

**Figma, Inc.** (“we”, “us” or “our”) is a Delaware corporation headquartered in San Francisco, California, with a presence in the UK and other markets around the world. In the UK, we operate via our wholly owned subsidiary, **Figma UK Ltd.** For the purposes of this statement, any reference to “we”, “us” or “our” is a reference to Figma, Inc. and each of its subsidiaries, as we uphold the values set out in this statement, regardless of geographic location.

### **Zero Tolerance Policy to Modern Slavery & Human Trafficking**

We are committed to ensuring that our business operates in a socially responsible way that prevents slavery and human trafficking. We are also committed to playing our part in helping the world develop practices designed to combat slavery and human trafficking.

### **Our Business and Supply Chain**

We provide a web-based design and UX/UI software platform for teams to build and prototype products together (the “**Figma Platform**”). We also provide a collaborative whiteboard tool (known as “**FigJam**”). Collectively, the Figma Platform and FigJam are referred to as the “**Figma Products**”.

Our procurement team is based in the United States, and the suppliers supporting the Figma Products are headquartered in the United States. Outside of our Figma Products suppliers, we engage local suppliers in the other countries in which we operate, including but not limited to the UK, the European Economic Area and Japan. Our key suppliers are typically in the fields of technology, data, office and facilities, and professional advisory services, which are typically low-risk sectors.

We only use reputable providers of goods and services. We do not tolerate slavery and human trafficking within our supply chain and if allegations or evidence of this occurs, we would immediately conduct an inquiry and take appropriate action (including seeking to terminate our relationship with the supplier and making a report to the relevant authorities where required). Where appropriate, we include obligations in our agreements with our suppliers regarding compliance with applicable modern slavery laws.

Based on the geography of our supply chain, the sectors in which we operate, and the structure of our business, which provides software-as-a service to individuals and organizations, there is a low risk of slavery and human trafficking taking place within our supply chain. However, we remain vigilant against the risk of human trafficking and any form of slavery and take steps to assess and manage that risk.

We are not aware of any allegations of human trafficking or slavery activities against any of our current suppliers.



## Figma's Business Ethics Policies

We comply with all laws and regulations applicable to Figma and the provision of the Figma Products. We are committed to acting with integrity in all of our business activities, including preventing any form of modern slavery in our business. As such, we have adopted various policies and/or implemented employee training on the following topics:

1. Standards of Conduct;
2. Anti-Harassment and Discrimination;
3. Anti-Bribery and Corruption;
4. Maintaining Welcoming, Safe, and Productive Workplace;
5. Staff Privacy and Data Protection;
6. Diversity, Equity, and Inclusion;
7. Compliance Reporting Policy; and
8. Conflicts of interest.

Our policies require, among other things, that our officers and employees not engage in any unlawful activity in conducting our business or in performing their day-to-day company duties.

## Whistleblowing Hotline

Figma supports an inclusive, open, and tolerant workplace environment and encourages its personnel to raise modern slavery or human trafficking concerns or report poor practice within Figma and our suppliers. To enable this Figma maintains a third party operated whistleblowing hotline, which our employees can use to anonymously raise any modern slavery or human trafficking activity concerns.

## Our Platform Content Policies

Our acceptable use policy ([www.figma.com/aup](http://www.figma.com/aup)), explains the types of content that are permitted and prohibited on our public platform called Figma Community.. We prohibit the following content from our platform: illegal activities/goods or promotion of illegal activities/goods, including content that involves modern forms of slavery and human trafficking; pornography or sexually explicit or obscene material; depictions of minors in a sexual manner; and graphic violence.

## Risk Assessment

We have developed standards, processes, and procedures to monitor and review the effectiveness of our internal policies and their implementation. We also analyze and research all suppliers prior to onboarding to understand the nature of the supplier, the goods and services procured, and the risk a supplier may pose.

This statement was approved by the Board of Directors of Figma, Inc. on .

Name:

Dylan Field

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Signature:

*Dylan Field*

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Title:

CEO & Co-Founder, Figma, Inc.  
Director, Figma, Inc.