

## 1. Introduction

Fiverr International Ltd's ("Fiverr" or the "Company") mission is to revolutionize how the world works together. We strive to provide a platform that enables anybody, from any part of the world, to participate in the global economy and provide financial support for themselves, regardless of traditional barriers to work.

Therefore, upholding human rights throughout our value chain is of the utmost importance to us, as without these rights, our platform would not be able to provide the impact we strive for. Fiverr's Human Rights standards are set out in Fiverr's Code of Ethics and Conduct and related policies and are reflective of the UN Universal Declaration of Human Rights.

## 2. Our Workforce

Fiverr is an equal opportunity employer, we believe in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realize their maximum potential within the company, regardless of their differences. As such:

- a. We will not tolerate illegal discrimination or harassment of any kind.** The Company is committed to providing a workplace free of discrimination and harassment based on race, color, religion, age, gender, national origin, ancestry, sexual orientation, disability, veteran status, or any other basis prohibited by applicable law. Examples include derogatory comments based on a person's protected class and sexual harassment and unwelcome sexual advances. Similarly, offensive or hostile working conditions created by such harassment or discrimination will not be tolerated. Fiverr is committed to providing a safe work environment free from any form of sexual harassment and will treat any such incident with the utmost severity. It will do everything in its power to prevent sexual harassment from occurring in the workplace, such as behavior that violates human dignity, liberty, privacy, and equality.
- b. We support equal opportunity.** As a global player, we recruit people from all around the globe. We believe that our employees from many different cultural, linguistic and national backgrounds provide us with valuable knowledge for understanding complex international markets. We are proud and committed to providing equal opportunity employment to all individuals of any kind.
- c. We have no tolerance for any form of human trafficking, slavery, forced labor, or other related activities.** We condemn any form of modern slavery and human trafficking, and we are committed to the eradication of such activities.
- d. We prohibit child labor.** We comply with the applicable minimum age laws and regulations.
- e. We provide our employees with a safe and healthy workspace.** We believe that the health and safety of Fiverr team members is paramount to creating a workspace that allows our employees to perform their best, and Fiverr is committed to creating a workplace environment that is held to the highest standards of health and safety for our team members.
- f. We do not allow any form of retaliation.** We will not allow any discipline, discrimination or retaliation against any person who reports a violation of our policies in good faith and will not tolerate any such action.

### **3. Training**

We recognize that in order for this policy to be impactful, our employees need to fully understand and uphold the principles outlined in this policy. Therefore, Fiverr provides annual training on our Code of Ethics and Conduct to all employees to ensure that all employees are aware of acceptable practices surrounding the protection of human rights throughout Fiverr's value chain. For further information on our anti-discrimination and ethics policies, please see our [Code of Ethics and Conduct](#).

### **4. Fiverr Platform**

The goal of Fiverr's platform is to connect anybody with a skillset to a global marketplace for their skills, and with this goal we understand that the equal treatment of all users is integral to the success of the platform as a whole. As such, we value each and every one of our community members and aim to maintain a respectful, inclusive, and safe environment for everyone. Our users are encouraged to report any Gig or inappropriate behavior they encounter that does not comply with our [Community Standards](#), through an easy and accessible process we hold on our platform.

### **5. Suppliers**

Fiverr fully expects its vendors and suppliers to comply with the high level of standards and ethics outlined in this Statement. Fiverr's mission is to provide talent with access to opportunities, and this mission is expected to be upheld by any supplier conducting business with Fiverr.

### **6. Oversight and Reporting**

Our Nomination and Governance Committee has oversight over Fiverr's Human Rights policies and practices. If a Fiverr employee, supplier, or user of the Fiverr platform has a question about any aspect of this policy, or is unsure if a certain action will constitute a breach of this policy, we encourage them to bring it to the attention of their direct manager or contact our legal team. In addition, Fiverr's employees and any third party are encouraged to promptly report any violations of laws, rules, regulations or policies, or any other unethical behavior by any director, officer, employee, or anyone purporting to be acting on behalf of the Company through our Whistleblower Hotline. Reports may be made anonymously.

July 30, 2023