



## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

Dynatrace is committed to conducting its business in an ethical, legal, and socially responsible manner and strives to ensure that there is no slavery or human trafficking in any part of our business or our supply chains.

This statement is made by Dynatrace LLC and its subsidiary, Dynatrace Limited, under section 54(1) of the UK Modern Slavery Act 2015 and constitutes their Modern Slavery Act Disclosure Statement for the fiscal year ended March 31, 2023. Dynatrace LLC and Dynatrace Limited are subsidiaries of Dynatrace, Inc., a listed company (NYSE: DT). References in this statement to "Dynatrace" are to Dynatrace Inc., together with its subsidiaries.

### **Organization Structure, Business, and Supply Chains**

Dynatrace offers a unified observability and security platform with analytics and automation at its core, purpose-built for dynamic, hybrid multi-cloud environments. Dynatrace has over 4,200 employees worldwide and operates in more than 30 countries. Our corporate headquarters are in the United States, and our software development organization is primarily based in the EEA. To learn more about the nature of our business, please click [here](#).

Dynatrace strives to source goods and services from reputable suppliers. Due to the nature of Dynatrace's business, most of Dynatrace's suppliers provide software-related products and services. Dynatrace does not manufacture any products and we do not have complex supply chains. For these reasons, Dynatrace considers itself low risk for modern slavery and human trafficking practices in its operations. Dynatrace is not aware of any modern slavery or human trafficking within its supply chain and has no reason to suspect that such exists.

Dynatrace expects its suppliers to share its commitment to human rights and fair labor conditions and to treat all workers with dignity and respect. We also expect all suppliers to conduct business in full compliance with all applicable laws and regulations.

### **Dynatrace Values, Policies, and Training**

We respect the fundamental rights, freedoms, and standards of treatment of all people, as outlined in the United Nations Universal Declaration of Human Rights and the International Labour Organization Declaration on Fundamental Principles and Rights at Work.

Our respect for human rights is reflected in our values and outlined in Dynatrace's [Human Rights Policy](#). Our Human Rights Policy guides our commitment to protect internationally proclaimed human rights in our business as well as advancing diversity, equity, inclusion,



and belonging; compensating employees fairly; respecting freedom of association and collective bargaining; and providing a safe, productive, and healthy workplace for Dynatrace employees. As outlined in our Human Rights Policy, we prohibit all forms of forced labor, including illegal child labor, modern forms of slavery, and any form of human trafficking.

We have adopted a [Code of Business Conduct and Ethics](#) (the "Code") that applies to our directors, officers, and employees. Among other things, the Code requires that all directors, officers, and employees comply with all laws, rules, and regulations applicable to Dynatrace wherever we do business.

We provide Code and related training to our employees at onboarding and annually to promote awareness and the ability to identify and raise concerns. Dynatrace is committed to continuously improving its training and other awareness initiatives to help ensure that forced labor, slavery, and human trafficking are not tolerated and do not exist within Dynatrace.

Dynatrace expects and encourages employees to ask questions, seek guidance, and report potential violations of our Code and other policies. Employees can raise ethical and compliance questions through many channels, including with their manager or other leaders, our People and Culture team, the General Counsel, or through a dedicated email address.

We also maintain a "Speak Up" portal at [www.dynatrace.com/ethics/](http://www.dynatrace.com/ethics/) that is accessible to employees and third parties. Concerns can be reported 24/7 online or by telephone. Reports are confidential and can be made anonymously as local laws permit. Individuals seeking to report concerns can also mail our General Counsel at our corporate headquarters address.

Matters reported through these channels are investigated, and suitable action is taken in response, as provided in our Code and other applicable policies and standards. Our Whistleblower Complaint Handling Policy and other policies provide non-retaliation assurances and confidentiality protections for individuals making a report consistent with applicable legal requirements.

We also have a Supplier Code of Conduct, which we discuss in more detail below.



## Supply Chain Management and Due Diligence

Dynatrace does not tolerate slavery or human trafficking, and we expect our suppliers to share our commitment to human rights and fair labor conditions and to treat all workers with dignity and respect. We currently take the following steps to combat slavery and human trafficking in our supply chains:

- We have a [Supplier Code of Conduct](#) that defines the basic business practices that we require of our suppliers. We regard the Supplier Code of Conduct as a minimum standard that operates in addition to, and not in replacement of, a supplier's existing legal and contractual obligations to our company. Our Supplier Code of Conduct states that suppliers must provide and maintain a safe and ethical workplace and require the same from their own suppliers. Our Supplier Code of Conduct also states that suppliers must ensure that they and all of their operations prohibit the use of forced or involuntary labor (including slave labor), and any engagement in human trafficking. We seek to include a clause in our supply contracts requiring supplier compliance with our Supplier Code of Conduct.
- As part of our global procurement processes, we utilize EcoVadis, a market-leading enterprise sustainability rating platform, to measure the sustainability of our suppliers. EcoVadis' assessment process focuses on 21 sustainability criteria, which include, among other things, labor and human rights.

Our Speak Up portal is accessible to suppliers to raise a concern or report an incident online or by telephone.

## Risk and Compliance

Due to the nature of our business and the characteristics of our supply chain, we do not believe that we operate in a high-risk sector. We have policies and procedures in place which are designed to prevent forced labor, slavery, and human trafficking in our business. Dynatrace continues to establish and assess areas of potential risk in our business and supply chains, work to enhance our supply chain selection and management processes, and provide adequate protection for whistleblowers.



## **Effectiveness in Combatting Slavery and Human Trafficking and Looking Ahead**

One of the ways that we measure our effectiveness in the steps that we are taking to prevent slavery and human trafficking in our business and in our supply chains is through the number of concerns or complaints that have been communicated to our company. We have not received any slavery or human trafficking-related concerns or complaints to date.

Dynatrace plans to continue taking steps to prevent slavery and human trafficking in our business and our supply chains. We envision these efforts will continue to include:

- providing adequate training for our employees;
- requiring suppliers to be bound by obligations to comply with all applicable laws; and
- regularly evaluating processes to determine whether it would be appropriate to adopt additional policies or procedures or join related third-party organizations, each in light of the goal of preventing slavery and human trafficking in any part of our business and supply chains.

This statement has been approved by the Board of Directors of Dynatrace Limited.

/s/ Sandra Escher  
Sandra Escher  
Director, Dynatrace Limited

Dated: September 26, 2023