



Figma  
116 New Montgomery Street  
Suite 400  
San Francisco, CA 94105

## **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. This statement constitutes the Modern Slavery Act statement of Figma, Inc. for the fiscal year ending December 31, 2020.

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 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.

### **Modern Slavery Statement**

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

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

We provide a web-based design platform for teams who build products together.

Our procurement team is based in the United States, and the suppliers supporting our core products are headquartered in the United States. Outside of our core product, our suppliers are located in the UK and USA. 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).

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.

### **Our Corporate Policies**

We comply with all applicable laws and regulations and 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. Code of Conduct;
2. Anti-Harassment and Discrimination;



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3. Anti-Bribery and Corruption;
4. Maintaining Welcoming, Safe, and Productive Workplace;
5. Staff Privacy and Data Protection;
6. Diversity, Equity, and Inclusion; and
7. 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.

### **Our Platform Content Policies**

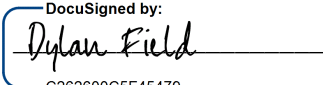
Our acceptable use policy, which we call our [Community Guidelines](#), explains the types of content that are permitted and prohibited on our public platform called Figma Community. We prohibit the following content from our platform: illegal activities/goods or promotion of illegal activities/goods, 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. Additionally, we support an inclusive, open, and tolerant workplace environment and encourage personnel to raise concerns or report poor practice within Figma and our suppliers. During onboarding and within our employee handbook, we encourage employees to report such incidents to the People Operations team, management, or through our third party ethics hotline.

This statement was approved by the Board of Directors of Figma, Inc. on March 17, 2021.

Name: Dylan Field

Signature:   
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Title: CEO & Co-Founder, Figma, Inc.  
Director, Figma, Inc.

Date: 3/18/2021