



## **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 "**Modern Slavery Statement**"). This communication constitutes the s.54 Statement of Figma, Inc. for the fiscal year ending December 31, 2024.

**Figma, Inc.** ("**Figma**") 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:**

Figma is committed to ensuring its business operates in a socially responsible way that prevents slavery and human trafficking. Figma is also committed to playing its part in helping the world develop measures to help reduce and ultimately eradicate these practices.

### **Our Business Operations:**

Figma provides a suite of web-based tools for designing and building digital products (the "**Figma Products**") and engages with suppliers across the globe, with the vast majority located in the countries in which Figma operates. Figma's key suppliers are typically in the fields of technology, data, office and facilities, and professional advisory services, staff leasing services, which are typically low-risk sectors for modern slavery and human trafficking practices. Figma also has an online merchandise store whereby clothing and other Figma branded items can be purchased by consumers. All the materials available for sales on the online store are manufactured by third parties and profits from these sales are donated to an environmental charity dedicated to reforestation and combatting the effects of climate change.

### **Risk Assessment:**

Figma only uses reputable providers of goods and services and does not tolerate slavery and human trafficking within our supply chain. If allegations or evidence of such practices occurred, Figma would immediately conduct an inquiry and take appropriate action, including the termination of the supplier relationship and informing the relevant authorities and/or law enforcement agencies if necessary. Figma seeks to include obligations in our agreements with our suppliers regarding compliance with applicable modern slavery laws.

The majority of Figma's suppliers and third-party business partners are large companies with established corporate social responsibility programs, including in relation to modern slavery. 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 Figma's 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 currently not aware of any allegations of human trafficking or slavery activities against Figma or any of our current suppliers.

**Figma's Business Ethics Policies:**

Figma is committed to acting with integrity in all of its business activities by promoting practices and implementing policies that reflect our company values, including:

- Our Standards of Conduct as a Supplier policy, which provides that we support and respect internationally recognized human rights as expressed in the Universal Declaration of Human Rights and the principles concerning fundamental rights set out in the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.
- Valuing diversity. Figma promotes an inclusive work environment and treats individuals with dignity and respect in order to maintain a respectful and safe workplace. We do not discriminate in employment or hiring and validate and review all relevant documentation to ensure all our employees have the legal right to work in each jurisdiction.
- Not engaging in child labor. Child labor means labor that deprives children of their childhood, their potential and their dignity, and that is harmful to their physical or mental development.
- The expectation that all our business partners and suppliers embrace our values, reflect them in their business and employment practices, and take reasonable steps to ensure those values are upheld consistently, including minimizing the risk of modern slavery.

We have adopted a broad set of policies and/or implemented employee training on the following topics:

1. Code 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 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 we maintain 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:**

Figma's acceptable use policy ([www.figma.com/aup](http://www.figma.com/aup)) explains the types of content that are permitted and prohibited on the Figma Products. We prohibit the following content from the Figma Products: 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.

Figma continues to develop 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.

Since our last published Modern Slavery Statement we have introduced the following relevant measures designed to reduce the risk of Figma's exposure to modern slavery and/or human trafficking activity:

- Completed a company-wide identity verification exercise for all Figma employees; and
- Added more robust supply chain diligence provisions into our Code of Conduct.

In 2025, we will continue to evaluate what further steps we can take as a business to ensure that Figma, our suppliers, and our partners continue to focus on preventing exposure to modern slavery practices.

This statement was approved by the Board of Directors of Figma, Inc. on June 22, 2025.

Name: **Dylan Field**

Signature:

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*Dylan Field*

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