

# Human Rights Policy





## Respect for Human Rights and Dignity

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Dynatrace respects the protection of internationally proclaimed human rights. These human rights span a broad array of fundamental rights, freedoms, and standards of treatment of all people, including women and minority groups, as described in the United Nations Universal Declaration of Human Rights, the ILO Declaration on fundamental Principles and Rights at Work and relevant laws and regulations. We recognize the right to water as a fundamental human right.

Our Human Rights Policy is aligned with our Code of Business Conduct & Ethics (the “Code”) and other company policies that are covered in an annual online training and acknowledgment process. The Code promotes respect for human rights through guidance on a wide range of subjects including human rights and anti-slavery, safe and respectful working environments, anti-bribery requirements, data privacy, responsible marketing, and environmental stewardship.

This policy applies to Dynatrace employees worldwide under the oversight of the Dynatrace, Inc. Board of Directors, including the Chief Executive Officer.

### Diversity and Inclusion

We value and advance the diversity and inclusion of the people with whom we work. We are committed to being an equal opportunity employer and strive to maintain work environments that are free from discrimination or harassment on the basis of any minority group’s rights, including without limitation race, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression and any other status protected by applicable law.

### Freedom of Association and Collective Bargaining

We respect freedom of association and our employees’ right to join, form or not to join a labor union without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives and bargaining in good faith.

### Safe, Healthy and Secure Workplace

Providing a safe, productive, and healthy workplace for our employees is of paramount importance. We comply with applicable safety and health laws and regulations at all our office locations globally and work with our employees to address and remediate identified risks of accidents, injury, or other health impacts.

We do not tolerate disrespectful or inappropriate behavior, unfair treatment, or retaliation of any kind. Harassment is not tolerated in the work environment and in any work-related situations outside the work environment.

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

### Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, illegal child labor, modern forms of slavery and any form of human trafficking.



## **Work Hours, Wages and Benefits**

We compensate employees competitively relative to the industry and local labor market, and in accordance with terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable wage, work hours, overtime, and benefits laws.

## **Supply Chain Ethics**

Dynatrace aims to ensure that its values are reflected in the way we do business with third parties, including our business partners and suppliers. Our procurement practices include additional requirements relating to modern slavery and human trafficking, such as appropriate clauses on modern slavery in supplier contracts.

We use due diligence as a means to identify and prevent human rights risks to people in our business and supply chain. Where we identify adverse human rights impacts resulting from or caused by our business activities, we are committed to provide for or cooperate in their fair and equitable remediation.

## **Questions or Concerns?**

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Employees may raise any questions or concerns with local management, or the human resources, legal or security teams, as appropriate. Concerns may also be submitted to our Speak Up portal online at [www.dynatrace.com/ethics](http://www.dynatrace.com/ethics) or by calling +1 800-493-0611 or the other numbers listed at [www.dynatrace.com/ethics](http://www.dynatrace.com/ethics). No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy. The Company will investigate, address, and respond to the concerns of employees and will take appropriate corrective action in response to any violation.

Adopted by the Board of Directors on July 14, 2021