Modern Slavery Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 of the Parliament of the United Kingdom (“the Act”).

It sets out the steps that Trustpilot A/S, Trustpilot Ltd, Trustpilot Inc, Trpilot Pty Ltd, Trustpilot GmbH and Trustpilot UAB (collectively referred to as “Trustpilot”) have taken to prevent acts of modern slavery and human trafficking from occurring in its business and supply chains, up to and during the financial year ending 30 April 2018.

Introduction

Founded in 2007, Trustpilot is a global online review platform helping businesses and customers benefit from people sharing genuine feedback about their buying and service experiences.

Trustpilot’s platform helps businesses collect and work with reviews to engage with their customers, fix problems and achieve success through improving their services. The Trustpilot platform also helps consumers learn about businesses so they can make more informed choices and buy products and services with confidence.

Trustpilot operates out of offices in Australia, Denmark, Germany, Lithuania, United Kingdom and the United States of America.

Our approach

Trustpilot is committed to the protection of human rights and to fair and ethical work practices - as seen in Trustpilot’s Code of Ethics which is discussed below and can be found here. Trustpilot understands that it has a responsibility to conduct its business ethically and to comply with the Act. This responsibility extends to Trustpilot’s supply chain and to all those that do business with Trustpilot (“supply chain”).

Trustpilot is opposed to all forms of human trafficking, slavery, forced or compulsory labour and all other trafficking-related activities (“modern slavery”). As an online review platform, most of Trustpilot’s workers are employed directly by the organisation. Trustpilot considers itself to be at a low risk to modern slavery.
This statement:

- includes a description of Trustpilot’s efforts over the past financial year to identify and mitigate the risk of modern slavery in its business and supply chain;
- describes the policies and processes that Trustpilot has in place to prevent modern slavery; and
- specifies the systems that Trustpilot has in place to report non-compliance of its policies.

Trustpilot continuously works to identify, prevent, mitigate and avoid causing or contributing to adverse impacts on human rights, including modern slavery. This extends not only to Trustpilot’s own employees but also to employees in its supply chain.

**Code of Ethics**

Trustpilot has several policies that reflect its commitment to acting ethically and with integrity in its business relationships. This includes the implementation and enforcement of the [Code of Ethics](#) that requires all executives, directors, employees, consumers, customers and anyone doing business with Trustpilot to act ethically and to adhere to all relevant laws, including laws involving human rights and modern slavery.

Trustpilot’s Governance Team is responsible for overseeing compliance with the Code of Ethics and maintaining multiple avenues through which its employees and supply chain can report potential violations of the Code of Ethics, applicable laws, ethics and compliance issues.

Trustpilot prohibits retaliation against those who make good-faith reports under the Code of Ethics and other Trustpilot policies including Trustpilot’s Non-Discrimination & Anti-Harassment Policy, Global Anti-Bribery Policy, and Fraud Policy.

**Risk management**

In its business relationships with its supply chain, Trustpilot takes steps to prevent breaches of modern slavery laws. Part of Trustpilot’s onboarding process for its supply chain includes ensuring that its supply chain agrees to conform to its Code of Ethics and to modern slavery laws.

Trustpilot reserves the right, pursuant to contractual provisions and to the extent permitted by law, to terminate the relationships with parties within its supply chain who violate the ethical principles and values set out in Trustpilot’s Code of Ethics, who violate modern slavery laws, or who otherwise engage in illegal activities.
The future

Trustpilot continues to look to improve the effectiveness of its control mechanisms to ensure that modern slavery laws are adhered to, not only within its own business, but also within its supply chain. Trustpilot will continue to work towards understanding where the risks lie in its business and supply chain and will prioritise actions addressing high-risk areas.

Trustpilot will implement further policies directly reinforcing the Act’s views on modern slavery, and new measures to ensure Trustpilot and its suppliers comply with all human rights and modern slavery laws.

Trustpilot will undertake further ethics and compliance training for all its employees.

Approval

This statement was approved by Trustpilot’s Board of Directors.

Peter Holten Mühlmann
Peter Holten Mühlmann (Nov 26, 2018)

Peter Mühlmann
CEO and Director