

**BUMBLE GROUP UK STATEMENT ON THE MODERN SLAVERY ACT**  
**FOR THE FINANCIAL YEAR 1 JANUARY 2022 TO 31 DECEMBER 2022**

In 2022, we operated three apps, Bumble app, Badoo app and Fruitz app, where, on average, over 40 million users came on a monthly basis to discover new people and connect with each other in a safe, secure and empowering environment.

Please visit our investor relations website at [www.ir.bumble.com](http://www.ir.bumble.com) to learn more about the Bumble group, including our financial and operational results as provided in our Quarterly Earnings and other News and Events, and in our filings with the U.S. Securities and Exchange Commission.

Bumble's mission is to create a world where all relationships are healthy and equitable, through Kind Connections. Bumble is more than our apps – we are powering a movement. We encourage integrity, kindness, equality, confidence and respect during all stages of any relationship – whether online or offline. Our apps are where people go to learn how to establish and maintain healthier connections. Bumble supports the dignity and equality of all human beings. We believe that human trafficking, slavery, child labour and unsafe and unfair work practices have no place in our global society.

This statement has been prepared on behalf of the Bumble group including Badoo Trading Limited and Bumble Holding Limited, and sets out the main steps we have taken to tackle modern slavery in all its forms. This statement is published in accordance with the reporting obligation in the UK's Modern Slavery Act 2015.

**Risk Assessment**

We are committed to evaluating the risks linked to modern slavery and human trafficking that could be connected to our business operations or supply chains. We currently consider the risks of modern slavery and human trafficking to be relatively low in our immediate business operations as our direct workforce is largely comprised of professionally qualified personnel subject to policies, procedures and training underscoring our responsibility to our standards and values both in our own practices and in those of the partners and providers we choose to work with.

**Employees**

Our employees and the people we work with deserve to be treated fairly and with respect and dignity, and, as a business, Bumble is committed to ensuring that it does not benefit from or in any way contribute to the global concern of modern slavery.

Bumble directly recruits and employs a full time workforce which mitigates the risk of modern slavery and human trafficking in our own business.

We have integrated recruitment tools and policies across our global operations to ensure a consistent, fair and legal hiring process as well as our professionally skilled recruitment and people operations team who are trained to provide a respectful hiring process and safe working environment. We maintain high standard human resource policies and procedures and further expect that all our third-party partners, independent contractors or consultants comply with the same.

We include a modern slavery policy on our employee intranet and a statement within our code of conduct affirming our commitment to playing our part in tackling modern slavery and all new hires are directed to this resource during their initial training. This policy explains our expectation that employees remain alert to modern slavery in all its forms and emphasises our firm belief that preventing, detecting and reporting modern slavery is the responsibility of everyone at Bumble. Employees who violate our policies may be subject to disciplinary action, up to and including dismissal (except where prohibited by law).

### **Whistleblowing**

Our employees are encouraged to raise any concerns they may have and report any violations of our policies, including any suspicions that modern slavery is taking place in any part of our business, or at any supplier or any other company that we work with.

We are committed to investigating such concerns and taking appropriate action to tackle any issues identified. Acts of retaliation against employees who raise concerns will not be tolerated.

### **Users**

Our focus is on building authenticity and safety in the online space and the safety and security of our users is paramount. We uniquely design our products to facilitate engagement prioritising safety and accountability across the user experience. In addition to prioritising verification of users and offering communication like voice and video chat tools to allow interactions before or in lieu of in-person meeting without exchanging sensitive personal information, we have also engineered other safety features such as our proactive safety moderation. This feature uses machine learning to identify instances of illegal behaviour including human trafficking. Any issues are flagged to our human moderators to review and action appropriately according to our Community Guidelines. Our moderators and safety team employees are well trained and are dedicated to overseeing all our safety measures including those regarding preventing modern slavery and human trafficking.

We also have a specific Safety Centre which is an in-app section with advice (in a number of languages) around safety and security, standards of behaviour, how to report unwanted behaviour, and other information about how the Bumble and Badoo apps each maintain safety.

Finally, we work with the National Center for Missing and Exploited Children and Thorn, organisations that like us are committed to the prevention of human trafficking.

### **Third-Party Providers**

All businesses play an important part in tackling modern slavery, and we are committed to paying close attention to both our own practices and the business practices of those we work with to ensure that they are compliant with our standards and values. Our standard terms and conditions include provisions which require our third-party providers to comply with all applicable laws and which give us the right to terminate the contractual relationship if the third party engages in illegal activity of any kind.

### **Looking Ahead**

We remain committed to combating modern slavery with full force and will continue to review and develop our policies and practices as necessary in the following years.

This statement was reviewed by relevant internal teams and approved by Buzz Finco LLC, a Delaware limited liability company and shareholder of Badoo Trading Limited and Bumble Holding Limited.

/s/ Laura Franco

Chief Legal Officer

For and on behalf of Buzz Finco LLC

Dated 1 November 2023