

Blackbaud Human Rights Policy

Blackbaud's higher purpose is "to help good take over the world." Part of being able to achieve this higher purpose is a commitment to human rights and taking opportunities to promote and upholding our responsibilities to respect human rights across our business. We seek to uphold the highest ethical standards and to engage in practices that enhance the welfare, safety, and well-being of our workforce, suppliers, and wider communities as outlined below in this Human Rights Policy (the "Policy").

Blackbaud supports the human rights principles contained in the United Nations Universal Declaration of Human Rights, Global Compact and Guiding Principles on Business and Human Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. We take seriously our responsibility to continually develop and review, including through stakeholder engagement, our business practices to uphold our commitment to human rights. Blackbaud will not tolerate human rights violations and our Code of Business Conduct and Ethics ("Code of Conduct") sets forth several channels for suspected violations of this Policy to be reported without fear of retaliation.

This Policy applies to all persons working for Blackbaud or on its behalf in any capacity and at all levels including, officers, directors, contingent workers, contractors, vendors, volunteers, interns, external consultants, third party representatives and suppliers.

Workforce and Labor Relations

Blackbaud values a diverse workforce and does not tolerate discrimination in employment opportunities or practices as set forth in our Code of Conduct. We promote a professional and productive work environment where everyone is treated with dignity, courtesy and respect. We are committed to maintaining a work environment free of violence, threats of violence, abuse or hostility while keeping our workplaces and facilities sanitary and free from hazards by following safety, environmental and health rules and practices. We respect the legal rights of our workforce to associate freely, form and join workers organizations and collectively bargain where permitted by law.

Suppliers

Suppliers must treat all Blackbaud and Supplier personnel with dignity, courtesy and respect, at all times free of all forms of harassment. As part of our commitment to keeping our workplaces and facilities safe, sanitary and free from hazards, Suppliers are responsible for following all applicable safety, environmental and health laws, rules, regulations and practices.

All labor must be voluntary. For example, our Suppliers may not, and must ensure that their suppliers do not support, engage in or require any compelled, involuntary or forced labor; labor to be performed by individuals under the age of 18; bonded labor; indentured labor; or prison labor. Suppliers shall not support or engage in slavery or human trafficking in any part of its supply chain.

We are committed to eliminating slavery and human trafficking from our supply chain. We also recognize our role in promoting business practices that reflect this commitment. While all Suppliers must respect and obey all applicable laws and regulations, all future contracts and agreements through the Blackbaud Procurement Process will impose anti-modern slavery obligations on our Suppliers as well as give us the right to conduct unannounced audits for slavery and human trafficking issues. Additionally, if we learn of any potential unethical or illegal behavior by one of our Suppliers, or their suppliers, Blackbaud will investigate those issues within its supply chain.

Blackbaud sets expectations for our Suppliers through our Code of Business Conduct and Ethics for Suppliers. If we determine a Supplier fails to meet the standards set forth in the Code of Business Conduct and Ethics for Suppliers, we may immediately terminate the business relationship.

Communities

As part of striving to reach our higher purpose, Blackbaud engages with its stakeholders in the communities it serves to identify and understand the salient issues that impact our business practices, including with respect to human rights. Salient issues identified by Blackbaud include respecting the rights of our customer and website visitors with regard to privacy and personal information. Blackbaud will continue to engage with its stakeholders to refine our business practices to reflect our commitment to human rights and “to help good take over the world.”