



ATLASSIAN MODERN SLAVERY ACT TRANSPARENCY STATEMENT

The United Kingdom Modern Slavery Act of 2015 requires certain companies to provide disclosure concerning their efforts, if any, to address the issues of slavery and human trafficking in their businesses and supply chains. The disclosures are intended to provide consumers the ability to make better, more informed choices about the products and services they buy and companies they support.

Summary

Atlassian is committed to acting ethically and with integrity in all our business relationships and maintaining and improving systems and processes to avoid complicity in human rights violations related to our own operations, our supply chain, and our products.

Our Structure

Atlassian Corporation Plc, our parent company, is incorporated and registered in the United Kingdom as a public company limited by shares. Atlassian Corporation Plc is a holding company and we conduct substantially all of our business through certain of our subsidiaries, including Atlassian Pty Ltd and Atlassian, Inc. We have a total of 37 subsidiaries operating in thirteen countries. As of June 30, 2020, we had 4,907 employees. Our total revenue for fiscal year ended June 30, 2020 was \$1.6 billion.

Our Business

Atlassian was founded in 2002 and our mission is to unleash the potential of every team. Our principal activities consist of designing, developing and licensing software and the provisioning of software hosting services to help teams organize, discuss and complete their work. Today, our products serve teams of all shapes and sizes, in virtually every industry – from software and technical teams to IT and service teams, from sales and marketing to HR, finance and legal teams. Our products include Jira for team planning and project management, Confluence for team content creation and sharing, Trello for capturing and adding structure to fluid, fast forming work for teams, Bitbucket for team code sharing and management, Jira Service Desk for team services and support applications, Opsgenie for incident management, and Jira Align for enterprise agile planning.

Our Supply Chain

Atlassian has established a central procurement function in the United States. Given the nature of our business, our supply chain mostly consists of the hiring of independent consultants and other service providers and the procurement of other software-related goods and services. With regards to our supply chain, we consider ourselves to be low risk, but we do perform supplier reviews based on risk profile prior to working with new suppliers. We source goods and services from reputable suppliers and the nature of the goods and services we do procure do not demand the types of labor at risk for slavery and human trafficking. We will not support a supply chain

where we are aware of or have reasonable grounds to believe that slavery and human trafficking are taking place. We would terminate supply contracts in these circumstances, wherever possible.

Code of Business Conduct and Ethics

Our Code of Business Conduct and Ethics sets out certain standards of conduct to aid our directors, officers, employees and contractors in making proper ethical and legal decisions when conducting business for us and performing their day-to-day duties that aligns with our values and policies. Our code includes reporting procedures and accountability provisions, and provides for protection against retaliation for those making a report. In the event of violation of our code, disciplinary actions may include immediate termination of employment or the business relationship. Our code is available externally on our website so anyone is able to report any concerns or questions regarding any potential violations of the code or any of our other policies or any applicable law, rules or regulations, including, but not limited to, slavery and human trafficking violations.

Our code is distributed annually to all directors, officers, employees and contractors who are required to acknowledge they understand and are compliant with the code. Through this code, our company values, and the full range of our other policies, we seek to promote honest and ethical conduct, deter wrongdoing and support compliance with applicable laws and regulations in every aspect of our business.

Next Steps

We recognize and understand the importance of the Modern Slavery Act and are committed to reviewing and assessing the risks in our supply chain. Over the course of the coming fiscal year, we will be reviewing our supplier contracts and procurement processes to ensure continued compliance with the Modern Slavery Act.

Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the fiscal year ended June 30, 2020.

This statement was approved by our Board of Directors on August 20, 2020 and signed on its behalf by Scott Farquhar.

/s/ Scott Farquhar
Scott Farquhar
Co-Chief Executive Officer and Director