



CORNERSTONE HUMAN RIGHTS POLICY

Cornerstone OnDemand, Inc. ("**Cornerstone**") is a global leader in people development solutions. We believe people can achieve anything when they have the right development and growth opportunities. We offer organizations the technology, content, expertise and specialized focus to help them realize the potential of their people. Cornerstone's people development solutions feature comprehensive recruiting, personalized learning, modern training content, development-driven performance management and holistic employee data management and insights. As an organization with worldwide affiliates and subcontractors in the field of people development, Cornerstone is fully committed to preventing slavery, discrimination, child labor, forced labor and other human rights abuses from taking place in any of our operations.

Cornerstone and its board of directors are committed to supporting human rights as defined by the United Nations Universal Declaration of Human Rights. We strongly believe that, while governments have a duty to uphold human rights, companies and their boards of directors also have a responsibility to take relevant measures to safeguard and protect the human rights of their employees and the employees of their partners, suppliers and anyone else who may be involved in their immediate network. Accordingly, Cornerstone's board of directors and other key stakeholders are committed to this policy, as well as related policies, and ensuring that they are properly implemented.

Cornerstone is committed to compliance with the requirements of all applicable employment, labor, and human rights laws (including the right to privacy) to ensure fair and ethical employment practices are followed. We demonstrate this commitment in our employment practices, which outlaw all forms of discrimination and harassment, as well as by maintaining a minimum employment age requirement and fair compensation policies. Cornerstone also publishes an annual statement regarding our efforts to prevent modern slavery, human trafficking, child labor or forced labor.

In addition, Cornerstone has a Code of Business Conduct and Ethics, which all employees are required to acknowledge having read. This practice, along with other training, ensures that our employees are properly focused on preventing discrimination and harassment, which in turn helps us foster an environment in which everyone is treated with dignity and respect.

We are committed to conducting business with those who share these same principles. To achieve this goal, Cornerstone maintains a Code of Vendor Conduct. We expect our vendors, partners and suppliers to comply with the law in each place we do business and, where applicable, to abide by our Code of Vendor Conduct and other relevant policies in carrying out all of their business activities.

At Cornerstone, we are committed to conducting business with the highest levels of integrity, in full compliance with both the letter and the spirit of the law. We encourage anyone with concerns about potential violations of the law or our Code of Business Conduct and Ethics to make a report through our Whistleblower Helpline which allows for anonymous reports.