Modern Slavery Statement:

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that MongoDB has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. MongoDB has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

MongoDB is the leading modern, general purpose database platform, designed to unleash the power of software and data for developers and the applications they build. MongoDB is headquartered in New York, with offices across North America, Europe and Asia-Pacific.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the country of employment checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
2. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
3. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Our suppliers

MongoDB is committed to working with suppliers that are complying with applicable laws and regulations including laws relating to minimum wages, working conditions, overtime, child labour and other applicable labour and environmental laws. This allows us to select suppliers to work with us who adhere to appropriate standards. MongoDB obtains contractual assurances from suppliers to remain compliant at all times with applicable laws and regulations, which includes the Modern Slavery Act.

Employment Procedures

MongoDB has procedures in place pertaining to our employment practices. Robust recruitment processes in line with employment law, including “right to work” document checks, and contracts of employment for all employees.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
Looking forward

Going forward MongoDB will continue to develop the measures mentioned above in respect of our supply chain. More generally our approach to modern slavery and human trafficking risk will continue to evolve and we will continue to mitigate these risks through the provisions mentioned above during 2019 and beyond.

MongoDB shall take responsibility for this statement and its objectives which will be reviewed and updated as appropriate.

Approval for this statement

This statement was approved by the Board of Directors.

Andrew Stephens
Director