May 31, 2023

Human Rights Policy Statement

Our Philosophy

Udemy's mission is to improve lives through learning by connecting students and employees all over the world to the best instructors no matter who and where they might be!

We strive to conduct our business in a manner consistent with the principles set forth in the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization's Fundamental Conventions (including, but not limited to Convention No. 138). We also strive to support and promote the protection of fundamental human rights, including the freedom of association; non-discrimination; harassment prevention; and the elimination of the use of child, forced, or bonded labor.

Our Workforce

Udemy strives to create economic opportunity for everyone, including our own workforce. Udemy employees ("Udemates") are mission inspired, results obsessed. We get the best results because we are all hungry to continue learning and improving.

Udemy strictly prohibits unlawful discrimination or harassment of any kind, including discrimination or harassment on the basis of race, color, religion, veteran status, national origin, ancestry, ethnic origin, pregnancy status, sex, civil status, family status, membership of Traveller Community, gender identity, or expression, age, marital status, mental or physical disability, medical condition, sexual orientation, or any other characteristics protected by law. We also make all reasonable accommodations to meet our obligations under relevant laws. Udemy also prohibits unlawful harassment in any form – verbal, physical, or visual.

We also believe in creating a workplace that is equitable, inclusive, and culturally aware. Udemy aims to empower Udemates to model behaviors and actions that foster belonging among Udemy's diverse workforce.

Our Instructors

Udemy strives to create a trusted and welcoming learning and teaching environment. Udemy has implemented policies and procedures intended to encourage respectful behavior, such as Udemy's Terms of Use, Instructor Terms, Student Content and Behavior Rules, Instructor Content and Behavior Rules, and Instructor Code of Conduct.

Further, Udemy respects the intellectual property rights of its instructors. To help combat copyright infringement and piracy affecting instructors' courses, Udemy has partnered with an anti-piracy vendor to seek instances of infringement and to have them removed from most major search engines to stop traffic going forward. Instructors are able to report instances of their course available on another platform without their permission, so that Udemy and its anti-piracy vendor can pursue action.

Udemy is also committed to protecting the data privacy rights of its instructors. Udemy has implemented a Privacy Policy, which sets forth Udemy's efforts to maintain transparent practices, not sell personal data, and give its instructors visibility and control of their own information.

Our Vendors and Suppliers

Udemy is committed to conducting business in a legal, ethical, and responsible manner and expects any vendors doing business with Udemy or its subsidiaries to work at the same high level of standards. Our suppliers are expected to have a workplace that is safe and free of any harassment or abuse.

Suppliers must uphold the highest standard of human rights. These standards should include the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization's Fundamental Conventions.

Ethics and Compliance

Udemy's Code of Conduct sets forth the company's values and the standards its employees must abide by. Our Code of Conduct provides guidance on issues such as acting ethically, equal opportunity, conflicts of interest, bribery, and corruption, and many others.

Udemates are trained on topics within our Code of Conduct and provided 24-hour access to Udemy's Integrity Counts Hotline. The Hotline is managed by a third-party company and provides employees an outlet through which they can anonymously report any ethics concerns that might

arise. Udemy encourages Udemates to speak up if they have concerns about the way we conduct business.