

1Password

Environmental, Social and Governance Policy

1. Introduction

AgileBits Inc. doing business as 1Password (together with its subsidiaries, “1Password”) recognizes the importance of integrating Environmental, Social, and Governance (“ESG”) principles into our business operations. As a software as a service (“SaaS”) company with a remote-first workforce in Canada, the United States, the United Kingdom, the Netherlands, and beyond, we are committed to upholding ethical standards, fostering a positive social impact, and working to reduce our environmental footprint. This policy outlines our approach to ESG and guides our decisions, actions, and relationships with our stakeholders, including customers and users, employees, partners, and the broader communities in which we operate.

2. Environmental Responsibility

While our operations are digital, we understand the impact that technology and business operations can have on the environment. As a remote-first company, our environmental footprint is largely driven by our digital infrastructure and energy usage. We are committed to reducing our environmental impact in the following ways:

- **Remote Work Optimization:** By being a remote-first workforce, we inherently reduce the need for commuting and office energy consumption, minimizing our carbon footprint.
- **Sustainable Practices:** We encourage all employees to adopt sustainable practices, such as reducing waste, avoiding printing wherever possible, using reusable materials or recycling wherever possible, choosing green suppliers when possible, leveraging virtual collaboration tools to reduce the need for physical meetings, and using lower-carbon travel options wherever possible.
- **Energy Efficiency:** We are committed to exploring energy-responsible infrastructure alternatives for our cloud services and data centers wherever possible.
- **Carbon Offsetting:** We will explore opportunities to offset our company’s carbon emissions, such as supporting projects for reforestation, clean energy, and sustainable agriculture through our 1Password for Good initiative.

3. Social Responsibility

1Password is dedicated to building a diverse and inclusive company culture and creating a positive impact on the communities we serve. We believe that our success is tied to the well-being and empowerment of our people and the communities in which we operate. We value the contributions of every employee, actively listen and respect each other, and know that how we approach our work is equally as important as what we achieve. When we work collaboratively and with intention we have the greatest impact.

We offer top tier benefits such as generous leave, employee equity, retirement, and wellness initiatives. Additionally, we support learning, investment and of course, a 1Password account.

We are committed to promoting a healthy work-life integration and ensure that all of our employees have the tools and resources needed to succeed in a remote environment.



We believe in the power of strong, unique voices, and have created a program focused on inclusion and belonging aptly named Strong, Unique Voices (“**SUV**”). With six Employee Resource Groups (“**ERGs**”) and two Employee Community Groups (“**ECGs**”), we amplify the voices that make 1Password what it is, and upskill and empower these communities through professional development. We encourage a diverse and inclusive community built on trust, support and respect.

We engage with our communities through paid volunteer days for all employees, and through our [1Password for Good](#) initiative. Through our people, products, and presence, we give back to communities and strive to make the digital world a safer place for everyone. Our 1Password Giving Fund allows our employees to suggest not-for-profit organizations they care about and deserve our financial support. 1Password reviews proposals every quarter and aims to donate up to US\$100,000 each year. We also offer free or discounted 1Password accounts for journalists, non-profits, and folks working on open-source projects.

1Password is committed to meeting the needs of people with disabilities in a timely manner, by preventing and removing barriers to accessibility and meeting applicable accessibility requirements. At 1Password we believe that giving everyone equal access and equal opportunity to use and benefit from our products strengthens our commitment to making online security easier for everyone, and that making things more accessible and improving usability is actually better for everyone. 1Password is committed to meeting the accessibility needs of both employees and customers with disabilities to create a better and more inclusive experience. Our design systems and processes help us consider an inclusive user experience whenever we plan and develop features across our products, and we complete regular accessibility audits and remediation cycles to solve any accessibility issues across our products. We’re continually working to make our 1Password products and web pages easier to understand and navigate.

4. Governance and Ethics

At 1Password, we promote high standards of integrity by conducting our business and duties, honestly, ethically, and in keeping to our values:

- Put people first.
- Lead with honesty.
- Keep it simple.

We strive to ensure our employees interact honestly, ethically, and fairly with everyone they encounter while acting on behalf of the Company or as our representative. We also work hard to promote and maintain a respectful and safe work environment, that is inclusive and equitable, and free of discrimination, harassment or violence in any form, as reflected in our policy on Preventing and Responding to Discrimination, Harassment and Violence and related practices.

All 1Password employees, contractors, consultants, officers and directors of 1Password are expected to comply with our [Code of Conduct](#), in the work that is done on our behalf, and any time when acting as our representative. We also expect the contractors, consultants, partners, vendors and suppliers with whom we do business to demonstrate values and standards similar to those in our Code, and we strive to ensure that they are made aware of our policies that are applicable to the work they do with or for us.



Our Anti-Bribery and Anti-Corruption Policy prohibits improper payments to public officials or other third parties.

We are committed to responsible operations conducted in accordance with all applicable laws, and a culture of honesty, integrity and accountability. We will address any violations of applicable laws, of our Code of Conduct, or of our Anti-Bribery and Anti-Corruption Policy, with disciplinary measures up to and including termination.

We will strive to work with partners and vendors who share our commitment to sustainability, ethical labor practices, and good governance. We will periodically assess our supply chain to this end.

5. ESG Governance and Reporting

Our approach to ESG is overseen by the Board of Directors and by our Executive Team, with a dedicated ESG committee responsible for setting goals, tracking progress, and ensuring compliance.

6. Conclusion

At 1Password, we are committed to integrating ESG principles into our business. As a remote-first, technology-driven company, we have a unique opportunity to make a positive impact through our environment, society, and governance practices. We will continue to evolve our ESG practices in response to emerging challenges, stakeholder feedback, and industry trends.