



TWITTER UK ANTI-SLAVERY STATEMENT FOR THE 2017 FINANCIAL YEAR

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and describes the measures adopted by Twitter UK Ltd ("Twitter UK") to ensure that slavery and human trafficking are not occurring within our business or supply chain. Twitter is committed to defending the rights of others and will not tolerate any form of abuse.

OUR BUSINESS

Twitter is the best and fastest place to see what is happening and what people are talking about all around the world. Twitter is where, every day, instances of breaking news, entertainment, sports, politics, big events and everyday interests unfold. Twitter, Inc., our parent company, operates Twitter's primary service, which can be accessed on a variety of mobile devices, at Twitter.com and via SMS. Twitter UK's main activities consist of advertising sales, customer support and product development.

OUR POLICIES

Twitter has enacted a number of policies to ensure that we conduct business in a manner that is ethical and in compliance with applicable laws and regulations. These include:

- Twitter's Code of Business Conduct & Ethics, available on Twitter, Inc.'s Investor Relations homepage: <http://investor.twitterinc.com>. This code sets out the company's core values and expectations of employee conduct, including acting fairly and honestly, never through illegal or unethical business practices.
- Twitter's Supplier Code of Conduct available here: https://legal.twitter.com/content/dam/legal-twitter/suppliers/TwitterSupplierCodeofConduct_FINAL_101316.pdf. This code sets out the conduct required from all our suppliers and specifically addresses issues of forced labour, underage workers, human trafficking and the promotion of workers rights.
- Whistleblowing Policy. Twitter has a whistleblowing policy and hotline so that anyone can raise concerns about our business practices and supply chain, without fear of reprisals.

OUR SUPPLIERS AND SUPPLIER DUE DILIGENCE

Twitter UK deals with suppliers based largely in the UK and the rest of Europe, although we may engage suppliers in other jurisdictions. All supplier relationships are managed through our internal Sourcing Department.

As part of our initiative to identify and mitigate risk we vet all our new suppliers against existing lists of financial sanctions targets.

Our supplier agreements contain contractual provisions that require suppliers to adhere to our Supplier Code of Conduct and respect all applicable laws and regulations. Any violation of the terms of our code could lead to the termination of the business relationship. Our dedicated Compliance team and Sourcing Departments work closely together to review and improve our supplier processes on an ongoing basis.



TRAINING

To ensure a high level of understanding of Twitter's core values and legal obligations, we provide regular training to our all staff on our policies.

A handwritten signature in black ink, appearing to read 'Laurence O'Brien', is written over the printed name. The signature is fluid and cursive, with a long, sweeping underline that extends to the right.

Laurence O'Brien

Director

3rd July 2018