

# Match Group Human Rights Policy Commitment

## INTRODUCTION

At Match Group Inc., (“Match Group or the “Company”), through our portfolio companies, our mission is to spark meaningful connections for every single person worldwide. Through our cutting-edge dating tools, we have helped hundreds of millions of people of all ages, races, genders, sexual orientations, abilities, and backgrounds form connections. Our commitment to bringing people together is propelled by our company values of putting people first, prioritizing individual safety, respecting individual privacy and autonomy, and operating with integrity. In 2022, Match Group enhanced our commitment to responsible and ethical business practices by joining the [United Nations Global Compact](#), which is centered around principles of human rights, labor, environment, and anti-corruption. We recognize that our business may have impacts on our users, employees, contingent workers, and wider communities. Match Group is committed to respecting the human rights of all people and that all people are equal in dignity and entitled to human rights.

## SCOPE

This policy statement extends to all Match Group features, services, and companies, as well as our operations and value chain.

## COMMITMENTS

Match Group is committed to respecting and upholding the human rights of our users, employees, contingent workers, and people impacted by our business operations in order to fulfill our mission responsibly while maximizing positive global impact. Our human rights commitment is guided by the [UN Guiding Principles on Business and Human Rights](#) (UNGPs). The commitment encompasses the human rights defined by the International Bill of Rights – which is comprised of the [Universal Declaration of Human Rights](#) (UDHR), the [International Covenant on Civil and Political Rights](#) (ICCPR), and the [International Covenant on Economic, Social, and Cultural Rights](#) (ICESCR) – as well as principles set out in [the International Labor Organization Declaration on Fundamental Principles at Work](#).

We commit to complying with applicable laws and regulations where Match Group does business. When faced with conflicts between laws and our human rights commitments, we will seek to honor our human rights commitments. We endeavor to use our leverage to advocate for laws seeking to protect human rights, as we have done with [LGBTQ rights, reproductive rights, and voting rights](#).

We take special care to consider the needs and risks faced by vulnerable populations across our business, including LGBTQ+ people, women, racial and ethnic minority groups, people with disabilities, minors, and other marginalized communities.

## SALIENT ISSUE AREAS

### ABOUT ARTICLE ONE

Article One is a specialized strategy and management consultancy with expertise in human rights, responsible innovation, and social impact. We partner with the world's leading companies to drive transformative change that places people at the center of business.

Below we outline our salient human rights risk areas and the mitigation measures we have in place to prevent and address them.

## SAFETY

We are committed to providing our users with tools to help keep them safe to the extent they are impacted by our business operations. In order for our members to feel comfortable being authentic and vulnerable, we must foster environments where they feel safe to do so. We aim to build an authentic, equitable, and respectful community, free from all forms of harm. Our Trust and Safety teams are responsible for creating the safety framework that guides our brands in preventing and responding to harms.

The [Match Group Safety Policies](#) – and the community guidelines of each of our brands – set the standards for the acceptable use of our platforms. These policies set out to ban content and behavior that could cause harm to other users. Content moderation teams are responsible for enforcing these policies, through both automated and manual moderation and review tools, systems, and processes to identify, monitor and remove bad actors who have violated company terms. Match Group may remove user content or suspend or ban user accounts that violate our policies in order to help keep our community safe, respectful, and welcoming.

We take reports of abuse and assault very seriously. We take a survivor-centric approach based on advice from leading survivor advocacy experts, encouraging survivors to report instances of abuse or assault in-app or online and providing them appropriate transparency and support through the process. When we do receive reports, we review and take necessary actions as appropriate. In cases where there is a criminal investigation, we work cooperatively with law enforcement to help survivors seek justice.

We provide a variety of [safety tools and localized resources](#) to educate users on potential risks and a comprehensive suite of information to keep members informed about the latest safety features Match Group brands provide. Our policies and safety resources are informed by the [Match Group Advisory Council](#), as well as additional stakeholder engagement, user research, employee resource groups, and academic outreach, among other methods.

## PRIVACY

We believe that privacy is a critical right and that without it, our users may not feel comfortable entrusting us with their personal information. Given this, protecting the privacy and security of our users' data is a top priority. Through our [Privacy Principles](#), we implement strong privacy standards globally at all of our brands, regardless of where the brand or their users are located. We collect only necessary and proportionate data, are transparent in the way we process it, obtain strong security and confidentiality commitments from our vendors, and delete data when it is no longer necessary. The Central Privacy Team oversees our privacy review program that reviews new services and features for potential privacy and data security risks.

## LABOR RIGHTS

We are committed to creating a safe and inclusive workplace where all people can connect, contribute, belong, and thrive. We are committed to respecting our employees' fundamental rights, including their rights to non-discrimination, just and favorable conditions of work, equal pay for equal work, and fair remuneration. The [Match Group Code of Business Conduct and Ethics](#) outlines Match Group's expectations for the ethical conduct of our employees. Our Diversity, Equity, and Inclusion program supports our commitment to fostering an inclusive workplace that celebrates a diverse workforce of individuals from all backgrounds.

To support our commitment to equal pay for equal work and fair remuneration, we undertake annual comprehensive employee pay equity audits across Match Group, with a focus on gender globally and race/ethnicity within the U.S. The 2022 audit also included pay data insights for intersectionality, which reviews race and gender of minority groups compared to majority groups. In the limited instances where pay gaps were found, we provided remediation.

Our [UK Modern Slavery Act Statement](#) underlines our commitment to protecting workplace rights and prohibiting any form of modern slavery and forced labor in our supply chain. We continue to evolve our expectations for how our vendors protect the rights of their workers, in line with our human rights commitments.

#### FREE EXPRESSION AND OTHER RIGHTS FOR OUR COMMUNITY

We are committed to providing a place where people can express their authentic selves and create connections with those who care about who they are. To enable the authentic free expression of our users and workers, we support and promote social causes that are important to upholding their rights and the rights of their communities.

We support the right to participate in government so people can ensure their voices are heard. We provide paid time off to our employees specifically for the purpose of voting. We have also leveraged our resources to support voter registration initiatives and voter turnout efforts both on and off platform for employees and users. In order to enhance representation for all, we also work to connect marginalized communities and populations with non-partisan not-for-profit organizations that work to eliminate both historical and societal barriers to voting.

We support the right to health, including reproductive rights. We have taken a public stand against restricting access to reproductive care by signing the [Don't Ban Equality](#) statement and by providing ways for users to express their support for reproductive rights. We have also partnered with non-profit organizations to oppose efforts to limit the right to reproductive healthcare.

We support the right for everyone to marry and start a family, regardless of their gender or sexual orientation. We have championed the rights of LGBTQ+ people, employees, and members of our community. We partner with non-profit organizations all around the world to ensure that our services and features are welcoming and inclusive for our LGBTQ+ users. We use our platform to give voice to our LGBTQ+ users.

We support everyone's right to live in a clean, healthy, and sustainable environment. Climate change represents a global crisis that impacts everyone, but it is an even greater threat to vulnerable and

marginalized communities. We recognize that our business operations have impacts on the environment and we have committed to managing our environmental impact. The Match Group Global Environmental Sustainability Council guides this work across Match Group and all of our subsidiaries and ensures that human rights considerations are a part of our sustainability strategy. We have committed to setting science based Net Zero targets. We also partner with non-profit organizations to minimize our environmental impact and amplify our positive impact on the world we share.

## IMPLEMENTATION

### GOVERNANCE + DUE DILIGENCE

Match Group's human rights strategy and governance is overseen by the Social Impact team in collaboration with teams across Match Group and our subsidiaries. This policy statement has been approved by our Chief Executive Officer. This statement will be reviewed regularly and updated in order to best meet our human rights commitments.

Match Group conducts due diligence to identify potential human rights risks and prioritize and inform our approach to responding to those risks. In 2023, we undertook a company-wide internal human rights impact assessment, guided by the UNGPs, in order to identify and prioritize our most salient risks, as well as inform our approach to mitigating those risks. We undertake other ongoing due diligence methodologies like safety, privacy and security-by-design feature reviews and artificial intelligence (AI) audits. Our [AI Principles](#) guide how we responsibly develop and use AI across our platforms to help ensure we consider potential risks before launch. We will continuously review these risks and our approach to human rights management.

### STAKEHOLDER ENGAGEMENT

At Match Group, we believe that consulting with a diverse set of rightsholders and stakeholders is vital to ensuring that we understand potential impacts to all our rightsholders. The [Match Group Advisory Council](#) is a group of leading experts and advocates in safety and harm prevention. The Council regularly assesses the safety of our platforms and advises on critical issues impacting the safety of our users. We continuously seek to make the Council representative of our diverse user base and ensure that they have expertise on our salient human rights risks.

We regularly engage with non-profits, academics, law enforcement groups, investors, employees, including Match Group Employee Resource Groups, and users to understand how Match Group's business and operations may negatively impact people, including users, employees, contingent workers, and wider communities.

### GRIEVANCE MECHANISMS AND REMEDY

We offer our users multiple options to tell us if something has gone wrong while using our apps. Users can report abusive content or accounts both in-app or online. When a member reports abuse to one of the Match Group brands, we review and take necessary action, which can include removing content or

suspending or banning user accounts. We are working to offer appeals processes across all our brands for cases where we may get something wrong. We want our employees to feel safe at work and encourage them to report any instances of workplace bullying or harassment. Complaints can be made to the employee's HR representative or, alternatively, they can use our independent reporting hotline which is available 24/7. Complaints made to the hotline can be done anonymously.