



HUMAN RIGHTS COMMITMENT

Introduction

Etsy's mission is to keep commerce human. That's why we built a place where creativity lives and thrives because it's powered by people. We help our community of sellers turn their ideas into successful businesses. Our platform connects them with millions of buyers looking for something special with a human touch, for those moments in life that deserve imagination.

Etsy brings together four marketplaces (Etsy.com, Reverb, Depop, and Elo7) that share a vision to Keep Commerce Human. In alignment with this aim, Etsy is committed to upholding and promoting human rights across our marketplaces and throughout our value chain.

We support a world where everyone can fully exercise their universal human rights. We strive to conduct business in alignment with the [UN Universal Declaration of Human Rights](#), the [UN Guiding Principles on Business and Human Rights](#), and the [International Labor Organization's Fundamental Conventions and Rights at Work](#). Below we've outlined how our policies aim to protect and support the rights of our workforce, buyers and sellers, suppliers, and global communities. This policy statement consolidates our existing commitments and increases clarity on processes and procedures relating to the protection of human rights.

Workforce

Equal Employment Opportunity

We support the right to equality at work and provide equal opportunity in all aspects of employment. We strive to uphold this commitment through our [Equal Employment Opportunity Policy](#), which prohibits employment practices influenced by an applicant's or employee's gender (including based on pregnancy, childbirth, or related medical conditions, gender identity or expression), sex, sexual orientation, race, color, (for India employees: caste; for Canada employees: ancestry, place of origin, record of offenses, family status, creed) religion or belief, marital status, ethnic or national origin, age, disability, military or veteran status, citizenship status, personal health choices, or any other characteristic protected by applicable law.

Pay Equity

Since 2018, Etsy has regularly commissioned pay equity analyses undertaken by a third-party consulting firm. The analyses have found no unexplained pay gaps adverse to women or employees from other marginalized genders, or non-white employees. Additionally, they have found no unexplained pay gaps based on intersectionality (i.e., based on the combination of race and gender/ ethnicity). We are committed to ensuring that fair and consistent pay practices continue to be applied across our organization, and we plan to continue to comprehensively audit pay equity biennially with an external consultant, and conduct internal reviews several times a year in conjunction with events such as rating and promotion decisions and market adjustments.

Respectful Work Environment

We foster a respectful work environment free from sexual harassment, or any form of discrimination, harassment, or intimidation. We work to uphold this commitment through our [Policy Against Harassment](#) and our [Code of Conduct](#), which outlines the standards of conduct expected of everyone at Etsy. All full-time employees in the Etsy House of Brands, and full-time contractors who work closely with Etsy teams, are required to complete Code of Conduct training.

Diverse, Equitable & Inclusive Workplace

We are also dedicated to cultivating diverse, equitable and inclusive workplaces. We know that brilliant ideas and innovative problem solving emerge when diverse groups of people work together, and we reflect this in one of our [guiding principles](#), “We embrace differences.” To that end, we hold ourselves accountable to and publicly report on our Social Impact goals in [our 10-K](#) alongside our financial results. These goals include our work on Diversity, Equity & Inclusion.

Etsy’s [Employee Resource Groups](#) (ERGs) are another means by which we aim to create a positive and inclusive workplace culture. ERGs are spaces where employees from underrepresented backgrounds have access to programs that foster a sense of community, contribute to professional development, and amplify diverse voices within the organization.

Benefits and Policies

Since launching our House of Brands strategy, which brought together four marketplaces that share business similarities and our vision to Keep Commerce Human, we have worked to integrate benefits policies according to market standards and in accordance with local government requirements.

Etsy has a flexible paid sick leave policy, which covers both physical and mental health. Our policy is to provide an unlimited number of sick or safe days per year. “Unlimited” means that sick days do not formally “accrue” or “become exhausted,” because we want employees to take time off if they are not well.

We also support our employees’ right to vote, and full-time employees are provided paid time off to vote in any local, state, or national election in a given year.

Our Parental Leave Policies are designed to support and enable parents, regardless of their gender, to play equal roles in building successful companies and nurturing their families.

Impact Hours are a way for Full-time Admin to take time off to give back to their communities by volunteering their time and expertise. These fully paid hours are in addition to regular paid time off.

Due to business maturity, pace of integration into our House of Brands, and the global breadth of our brands, including headquarters locations, there are variations in some employee benefits as noted below.

Etsy.com

Through our industry-leading [Parental Leave Policy](#), Etsy employees are eligible for 26 weeks of fully paid leave when they become a parent through birth or adoption, regardless of their gender, country of residence or family circumstance. Full-time employees are eligible to take up to 40 Impact Hours per calendar year.

Reverb

Reverb employees are eligible for 18 weeks of fully paid leave when they become a parent through birth or adoption, regardless of their gender, country of residence or family circumstance. Full-time employees are eligible to take up to 40 Impact Hours per calendar year.

Depop

Depop employees are eligible for 18 weeks of fully paid leave when they become a parent through birth or adoption, regardless of their gender, country of residence or family circumstance. Full-time employees are eligible to take up to 16 Impact Hours per calendar year.

Elo7

Elo7 employees are eligible for 16 weeks (women) or 10 days (men) of fully paid leave when they become a parent through birth or adoption, regardless of their country of residence or family circumstance.

Buyers and Sellers

Etsy is an ecosystem where people of all backgrounds inspire each other and build relationships through making, selling, and buying unique goods. We want everyone across Etsy's marketplaces to feel safe, and to achieve this each marketplace has instituted a variety of policies covering topics ranging from prohibited items to privacy standards and more.

Additionally, we've set a goal to build marketplaces that are diverse, welcoming and inclusive places to sell and shop, and we are working to drive equity within creative communities. We are actively integrating our marketplace policies across our Etsy, Inc. marketplaces, while

maintaining focus on each unique brand's strengths and priorities. Today our policies for buyers and sellers are as follows:

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We work to uphold our commitment to fostering an inclusive environment through our [Anti-Discrimination and Hate Speech Policy](#), which protects our community by prohibiting the use of our services to discriminate against people based on any personal attributes, including race, color, ethnicity, national origin, religion, gender, gender identity, sexual orientation, disability, or any other characteristic protected under applicable law.

Further, our Community Policy outlines standards for community respect, and sets guidelines for privacy and safety, and our Prohibited Items Policy bans items that promote, support or glorify hatred or violence, are unlawful, or that violate our [Sanctions Policy](#).

We recognize our responsibility to keep buyer and seller data private and safe within data collection and management. We're committed to being upfront about our privacy practices, including how we treat users' personal information. Details on how we uphold users' rights to privacy can be found in our [Privacy Policy](#). Through the [Buying Safely](#) section of the Etsy.com Help Center, we provide guidance to buyers on topics including account security, fraud and product recalls.

We value and promote trust and transparency across our business. Our [Intellectual Property Policy](#), [Seller Policy](#), and [Handmade Policy](#) are designed to protect the integrity of our creative marketplace, and we share additional information annually in our [Transparency Report](#).

Reverb

One of Reverb's central tenets is creating an environment where all musicians feel safe and welcome. Our Community Policies for [Sellers](#) and [Buyers](#) state our belief that anyone who wants to buy or sell on Reverb should feel safe and empowered to do so.

Our [Code of Ethics](#) outlines our standards for community respect, while our [Prohibited Items Policy](#) prohibits items that promote, support or glorify hatred or violence, or are unlawful.

Depop

We aim to keep Depop an honest, creative and kind place to discover unique fashion. Our [Community Guidelines](#) outline our expectations for positive behavior, and we

provide details about prohibited behavior through our [Abuse, Bullying & Harassment Policy](#) and [Hate Speech and Discrimination Policy](#).

Depop is a place where young people can explore their style, and we are working to ensure youth safety. We've created safety guides both for [young people](#), and for their [parents and guardians](#), which cover topics like safe imagery and protecting personal information. We further aim to protect our community through our [Sexually Inappropriate Content & Behavior Policy](#) and [Nudity Policy](#). Our [Restricted and Hazardous Content Policy](#) also bans the sale of identity and residency documents, as well as other items that are not suitable for young people. We are continuing to evolve our work on these topics in partnership with youth safety experts.

Our partnerships with the [Internet Watch Foundation](#), [Tech Coalition](#), [Vistalworks](#) and [Trust & Safety Professional Association](#) help Depop to maintain a safe and welcoming community for users of all ages, and explore new solutions to continuously improve user protection.

Elo7

We want everyone at Elo7 to feel safe and our priority is to foster an inclusive environment. We aim to protect our community through our [Anti-Discrimination and Hate Speech Policy](#) and [Prohibited Product Policy](#). Additional marketplace policies for Elo7 are being developed.

Suppliers and Partners

We expect any corporate suppliers or partners who do business with Etsy to share our commitment to protecting fundamental human rights. In Etsy's [Supplier Code of Conduct](#), we outline our standards and expectations regarding labor and human rights practices. This includes the commitment to provide equal opportunity employment and maintain a respectful work environment that is free of discrimination, violence, harassment, and intimidation; to provide fair working conditions and prohibit forced, compulsory, or child labor; provide compensation (including overtime and benefits) that at a minimum, complies with local laws; abide by all applicable laws pertaining to parental leave, and offer paid benefits that are gender inclusive when possible; and to not retaliate against employees who choose to organize.

We recognize that suppliers' environmental activities may have an impact on the human rights of local communities. We expect our suppliers and business partners to comply with environmental laws and regulations, and to conduct business in an environmentally responsible and sustainable manner. We actively seek out relationships with suppliers who share our ambitious goals to reduce their environmental footprints and to promote diversity, equity, and inclusion in their workplaces.

The Supplier Code of Conduct is currently implemented and applicable for Etsy corporate, Etsy.com and Reverb. Depop is currently undergoing a review of its policy to align with Etsy's Supplier Code of Conduct.

Global Community and Global Advocacy

At the “House of Brands” level, we lead advocacy campaigns and invest in social programs to advance our mission to keep commerce human. Etsy advocates for public policies that [make it easier for all creative entrepreneurs](#) to pursue their passions, work for themselves, and [succeed on their own terms](#). We prioritize connecting sellers in our marketplaces with the policymakers that represent them, and advocating for collaborative policy solutions that leverage the power of the public and private sectors to address the challenges our community faces.

We stand up for [equal protections for all](#), and in particular, we support [economic justice](#) policies to help economically disenfranchised communities overcome the barriers they face to entrepreneurship, including policies related to [caregiving](#). We also support LGBTQ rights, including access to [medical care, public facilities](#) and [marriage](#).

To combat climate change, which stands to affect everyone, we support bold policies to [decarbonize the transportation and logistics sector](#), as well as strategies to help businesses of any size [achieve carbon neutral operations](#).

Grievance Mechanisms

All Etsy employees are encouraged to speak up about potential violations of Etsy's Equal Opportunity Policy, Policy Against Harassment, or Code of Conduct. Employees can discuss situations with their manager, Human Resources, or share concerns anonymously through our 24/7 whistleblower hotline (+1 (866) 887-9755) or [online portal](#). Whistleblower hotline operators are available for English, French, German, Spanish and Portuguese speakers. We prohibit retaliation against anyone who in good faith reports a potential violation.

We also encourage all Etsy employees and employees of Etsy Suppliers to report concerns about activity related to violations of the Supplier Code of Conduct through the 24/7 whistleblower hotline or online portal. Anyone may do so confidentially, anonymously if desired, and free of retaliation.

Governance and Implementation

Day-to-day implementation of the policies referenced in this statement is led by multiple teams. Members of our Impact & Sustainability; Diversity, Equity & Inclusion; Trust & Safety; Legal; Strategic Sourcing; and Advocacy teams collaborate to continually assess and address

salient human rights topics. As needed, human rights issues are escalated to our Risk Steering Committee for further evaluation and action.

Etsy's Board of Directors, directly or through its standing committees, oversees our strategy, including Impact strategy, diversity and inclusion policies and strategy, and the risks associated with our business.

We strive to continuously improve our approach to promoting human rights and addressing human rights concerns, and we will continue to review our internal processes and incorporate stakeholder feedback to strengthen our commitments.

Unless the context otherwise requires, we use the terms "Etsy," the "Company," "we," "us" and "our" in this Human Rights Commitment to refer to Etsy, Inc. and, where appropriate, our consolidated subsidiaries.