



Environmental, Social Responsibility and Governance Statement

Last updated: March 31 2023

Kong is committed to developing its Environmental, Social and Governance (ESG) program in order to build a sustainable and efficient business. We are a highly distributed global company to service our customers, employees, and partners. We are working hard to mitigate the environmental impact of our business and products, as well as build an equitable and socially responsible company while helping our customers and growing responsibly. We are taking a strategic approach to building and managing our ESG impact, working to maximize technological efficiency and keep our costs, and our customers' costs low.

Below, we have set out some of the steps we are taking to address ESG in our workforce. The ongoing improvements that we are making to ESG in our organization is a journey that we are committed to as we grow as a company. We will review and continue to update this Statement as we continue to expand.

Statement from our CEO

“Over the last 10 years together we’ve built a company and technologies which power billions of transactions each day. Customers and members of the Kong community around the world depend on us to help power the connections of everyday life.

And we’re just getting started.

Enduring companies, like relationships, are built on trust, mutual respect, and daily practices that reflect our commitments to ourselves, each other, and the community. In the Kong Kode we have collected the principles and policies to help us all understand our obligations and reinforce the ways to put Kong’s values into practice with our day to day activities”

Augusto Marietti, CEO Kong

Environmental

Environmental considerations specific to Kong and our Technology

Kong develops and offers enterprise software and services. While there are limited environmental considerations specific to its product lines within its industry, we know that every company is responsible for its impact on the environment.

The environmental considerations applicable to Kong are those applicable across many businesses and organizations, namely carbon emissions from commuting and travel, emissions from electricity use, and use of physical materials such as office equipment and supplies.

What are we doing about it

Kong has partnered with EcoVadis, a global sustainability ratings service, delivered via a cloud-based SaaS platform. The EcoVadis Rating covers a broad range of non-financial management systems including Environmental, Labor & Human Rights, Ethics and Sustainable Procurement impacts. We have completed an ESG Evaluation and Benchmarking Exercise with EcoVadis, which we will repeat in 2023. We are proud to say that we achieved a Bronze Sustainability rating in 2022.

People: Kong lowers the environmental impact of its operations and decreases carbon emissions by maintaining a substantial remote workforce, requiring little to no commuting and therefore lowering emissions, limiting the number of its physical offices, and also by offering highly performant software products, which result in lower emissions from data center use by its customers. Kong also limits business travel.

In addition to a remote-first workforce, Kong maintains a limited number of physical offices, reducing the impact of building out and maintaining physical workspaces. Our physical office spaces have a low environmental footprint. We also have a limited agreement in place with WeWork, a flexible workplace provider which places emphasis on sustainability. Since COVID-19, our company's relative emissions have reduced as our employee base moved to Kong becoming remote-first.

Technology: Kong software is designed to be highly performant, resulting in lower carbon emissions from data center use by our customers.

Data Centers: Kong's environmental impact, like many other software vendors tied to the SaaS industry, is directly tied to the emissions of the data centers which we and our customers use to operate our products and services. We use AWS to run our own SaaS offering, and our products run by our customers work with AWS, as well as Azure and Google, - each of which have a strong commitment to reducing their environmental footprint even to being carbon neutral.

We also plan to continually evaluate new climate related regulations to ensure that we build our company in a compliant way for the future.

Social

At Kong, we understand the value of building community. Our open-source platform prospers because of our amazing Kong users and contributors. We strive to ensure our own people are as diverse as the clients and community members we work with all around the world. Creating an inclusive culture, one in which people don't just work, but succeed as their authentic selves, is an ongoing commitment we link closely with our success.

As you saw above, our CEO Augusto Marietti, as well as every member of the leadership team at Kong, strongly believe that our employees are the lifeblood of what Kong stands for.

DE&I at Kong

Kong is determined to take continual action towards Diversity, Equity & Inclusion (DE&I) initiatives. In early late March 2021, our first company DE&I Kickoff Meetings took place. These were informational sessions to learn about how Kong plans to approach our new programs.

We believe in the importance of developing programs and policies to create a completely inclusive culture where all our employees can thrive.

Kong's DE&I Approach

The DE&I program is broken out into four different "Pillars of Opportunity" based on specific initiatives in play across the company. Each pillar will have a mission statement, a playbook of best practices and learnings, a project team with quarterly initiatives and goals, and an executive sponsor. When both employees and leadership invest in DE&I, we can increase the three E's: engagement, empowerment and efficiency.

Pillar	Main Goal	Operational Impact
Recruiting / Retention	We always want to increase our candidate pools with underrepresented minority talent to win the war on talent and retain individuals with diverse backgrounds.	Increased diversity amongst employees and culture will allow Kong to outperform employers that don't support diversity.
Training / Skills Development	We always want to increase Kongers' cultural awareness, knowledge, and communication.	Training & skills development will increase the inclusion of different identity groups, and promote better teamwork.

External Branding & Partnerships	We always want to enhance Kong's image and engagement as a social responsibility.	Kong will have more opportunities to learn from & share experiences with customers, prospects and diverse groups.
Internal Grassroots	We want to always provide a workplace where Kongers feel valued, appreciated and heard.	Internal efforts will improve decision making skills and foster innovation through a variety of problem-solving approaches and perspectives.

DE&I Metrics

We periodically evaluate what our personnel think about the company's DE&I efforts and current environment through our employee engagement survey.

The People department at Kongrg regularly shares specific metrics and data around diversity in the company, statistics which we are proud of (but remain confidential).

Employee Resource Groups at Kong

While our ERG program is in its early stages, we have worked hard to develop a set of Kong ERG-specific resources dedicated towards employee education, community building, social impact initiatives and Kong's DE&I program.

ERGs are voluntary, employee-led groups that foster diversity, equity, and inclusion within Kong. These groups help team members build stronger internal and external connections; offer social, educational, and outreach activities; create development opportunities for future leaders, and increase engagement among team members.

ERGs provide support for underrepresented groups by providing a voice and safe space for people who identify as a part of that group and their allies. The goal is to increase and develop a sense of belonging within the organization.

Kong is actively looking to build out our ERGs to increase organization wide sense of belonging. Anyone at Kong is encouraged to speak out and can start an ERG!

Employee Surveys

We believe we are a transparent company, and we regularly seek feedback from our employees via regular engagement surveys to better understand employee wellbeing, and what we can do to improve. We use this feedback to improve our culture, and to develop better policies as to

how we operate as an organization. We use an engagement survey tool multiple times per year to make sure we are regularly touching base with our employees happiness levels and needs - we currently do this via an annual engagement survey and more regular pulse check surveys.

Employee Benefits and Compensation

We continually benchmark to ensure that our compensation and benefits are competitive in the global marketplace. Compensation at Kong includes both salary and equity components for most employees.

Flexible Time Off

Kong has a flexible time off policy to help our employees maintain a good work/life balance. Kong provides paid parental/paternity leave to employees following the birth of an employee's child or the placement of a child with an employee in connection with adoption or foster care.

Unplug Days

We have scheduled Unplug Days throughout the year.

Employee Experience and Wellbeing

Kong's Employee Experience Team works to support each employee's professional development, learning opportunities, and workplace resources. Our goal is to make Kong the best place to grow and thrive in their careers. We are highly focused on building career development resources to help propel employees to the next level. We have a wellness program where we seek to help our employees as they navigate a new world of remote-first working.

Governance

Kong continues to build a company where we expect our employees to adhere to a number of principles and policies to help us all understand our obligations towards one another and reinforce the ways to put Kong's values into practice in our day to day activities.

Kong has implemented policies concerning legal and ethical behavior in various areas, as well as through the Kong Kode, our company's Code of Conduct.

We have robust reporting governance processes so that our employees can find help and report concerns. This is supported by our management team, people operations and Kong's legal and compliance functions.

The Kong Code of Conduct (Kong Kode)

Kong's company Code of Conduct, "The Kong Kode", defines how Kong staff should act on a day-to-day basis and reflects our core values and company culture.

The Kong Kode sets out our core values for how we work as a company, with our customers and our supply chain. It sets out the basis on which we expect all Kong staff to act with integrity and respect. Every Konger is expected to understand and follow the Kong Kode, and every staff member receives training on the key principles which we expect them to adhere to.

The Kong Kode further describes regulations, laws, and Kong policies that are most likely to affect the work of Kongers. In some cases, the company's ask may go beyond what the law requires or permits. It addresses topics including:

Confidentiality	Non-Discrimination and equal opportunities	Observing Ethical Business Standards
Fair Dealing	Harassment and No Retaliation	Conflicts of Interest
Anti-Bribery	Compliance with Applicable Laws	Maintaining Accurate Records
Security Data and Incident Management		Safeguarding Property and Electronic Communications

All Kongers are required to familiarize themselves with, adhere to, and complete periodic compliance training on, the Kong Code of Conduct and all these topics

Kong People Policies

Kong has taken steps to maintain the highest standards of labor and human rights in our organization.

Kong supports and adheres to the Ten Principles of the United Nations Global Compact on human rights, labor, environment and anti-corruption.

Anti-Slavery and Human Trafficking

Kong is committed to building our business in a way that prevents slavery and human trafficking. Kong has adopted a Modern Slavery Statement which is available at <https://konghq.com/legal>.

Additional Human Resources Policies

In addition to the Kong Kode, we have implemented a number of other People related policies at Kong to ensure that our employees behave ethically and according to the law:

[Global Employee Handbook]	Anti-Bribery and Corruption Policy	Grievance Policy
D&I Policy		Disciplinary Policy
Harassment Policy	Acceptable Use Policy	[Performance Management Policy]
Whistleblowing Policy	Insider Trading Policy	[Employee Assistance Policy]

[INTERNAL NOTE: Policies in [square brackets] are still in development]

Reporting at Kong

At Kong we do not stand for discrimination, harassment or bullying of any kind. We encourage any employee to report any issues, concerns they have or violations of Kong's policies to their management team, the people team or legal and compliance. All employees who report their concerns are fully protected from retaliation in accordance with the policies set out above.

Kong's 's social impact initiatives (also known as corporate responsibility, responsible business or sustainability programs)

As further set out above, Kong maintains a diversity hiring program, with statistics that are regularly tracked and reported to the company's board of directors. Kong also maintains an active recycling program in its offices. Kong maintains a substantial remote work from home workforce, requiring little to no commuting and therefore limited emissions. Via EcoVadis, we complete and maintain an annual report of Kong's Social and Governance impact programs.

Tackling Supply Chain Economic Inequality

At Kong we support innovation and disruptive technologies throughout the supply chain to deliver lower cost and/or higher quality goods and services. Due to our modern product architecture design Kong believes it offers the most performant and cost-effective API gateway and related API management solutions on the market, enabling its customers to achieve high performance, scale and resilience at a lower total cost of ownership than competing solutions.

We also support the development of scalable and future-proofed new methods to modernize delivery and increase productivity. Kong software is highly scalable, multi-cloud native, and utilizes technologies such as kubernetes to enable customers to avoid lock-in to any one cloud vendor, enabling its customers to achieve high performance at a lower total cost of ownership than competing solutions. Kong products support virtually any architecture pattern, any protocol and can be deployed to any infrastructure. Kong's deployment and configuration can be entirely automated which enables customers to increase productivity in development and engineering functions. Templates are also provided to allow customers to easily extend the product which means Kong supports scalable and future-proofed new methods to modernize delivery and increase productivity.

We collaborate and take a fair and responsible approach to working with supply chain partners. Kong generally delivers its products and services directly, and where it uses third party providers it ensures that its contracts and administration of the relationship is fair and responsible.

Additional relevant materials:

Interview - The potential of technology in terms of sustainability, inclusion and global citizenship - <https://www.brighttalk.com/webcast/17340/549450>

We've written several blogs and whitepapers on climate change and the vital role that API technology can play in helping to mitigate climate change and facilitate sustainability - <https://konghq.com/resources/e-book/only-constant-is-climate-change>

Blog - The Environmental Impact of Common Architecture Patterns - <https://konghq.com/blog/the-environmental-impact-of-common-architecture-patterns>

Blog - APIs Are the Building Blocks of Green Innovation - <https://konghq.com/blog/apisbuilding-blocks-green-innovation>



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