

# Corporate Responsibility at Rewind

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## Our Commitment

Rewind exists to protect the data our customers rely on every day. That responsibility shapes not only the products we build, but the way we operate as an organization. With more than 25,000 customers worldwide, we recognize that our impact extends beyond data protection, it influences how we support one another, how we choose our partners, and how we contribute to the communities connected to our work.

Our approach to corporate responsibility is guided by our company values. We act with integrity, remain accountable for our decisions, stay focused on customer needs, and aim to strengthen trust through transparency and consistent performance. As a fast-growing company, we also recognize the importance of learning, adapting, and continually improving the practices that support a safe, ethical, and sustainable business.

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# Governance & Business Ethics

## Our Approach

Rewind's governance practices are the foundation for responsible and ethical operations. This Corporate Responsibility Statement serves as Rewind's Business Code of Conduct and outlines the expectations that guide how we work, make decisions, and interact with customers, partners and one another.

## Conduct Expectations

All Rewind employees, officers, and directors are expected to uphold the principles outlined in this statement. Through these principles, we ensure that trust is maintained with customers, colleagues, partners and regulators. These principles include:

- Comply with all applicable laws and regulations in the jurisdictions where we operate
- Act with honesty and integrity
- Disclose and manage potential conflicts of interest
- Compete fairly without engaging in anti-competitive
- Safeguard confidential and sensitive information
- Maintain accurate and complete business records

## Anti-Corruption & Anti-Bribery

Rewind prohibits bribery, kickbacks, and all forms of corruption. Employees are expected to avoid situations that could compromise ethical judgment and to report concerns promptly through established channels.

## Speaking Up and Whistleblower Protections

We provide confidential avenues for reporting concerns and strictly prohibit retaliation against anyone who raises a concern in good faith. Upholding a culture of integrity requires that everyone feels safe to speak up.

## Training and Awareness

Rewind's values guide how we work, make decisions, and support our customers. To help ensure these values are consistently reflected in day-to-day actions, Rewind provides training and awareness initiatives designed to reinforce ethical conduct and compliance with internal policies including the Employee Code of Conduct.

# Modern Slavery & Human Rights

## Our Position

Rewind is committed to upholding human rights and preventing modern slavery, and human trafficking in all forms. We are committed to treating everyone who works at or with Rewind with dignity and respect. We explicitly prohibit and will not knowingly engage with organizations involved in human trafficking, child labor, and the use of involuntary labor within our supply base. We support the principles outlined in the United Nations Universal Declaration of Human Rights and expect the same from our suppliers and business partners.

Rewind is committed to upholding human rights and maintaining ethical labour practices across all aspects of our business. We do not tolerate any form of modern slavery, including forced labour, or other forms of exploitation, whether within its own operations or through the third parties with whom we engage.

## Supplier Expectations

Rewind requires all suppliers and business partners to comply with our Supplier Code of Conduct, which outlines the standards and expectations that guide ethical, responsible, and compliant supplier relationships.

## Anti-Money Laundering

### Policy Statement

Rewind maintains a zero-tolerance approach to money laundering, terrorist financing and other financial crimes. We do not support, facilitate, or condone any activity that involves the use of illegally obtained funds, either directly or indirectly.

## Trade Controls & Sanctions Compliance

### Compliance Commitment

Rewind complies with applicable international trade laws, export controls and economic sanctions requirements in the jurisdictions where we operate. We maintain measures designed to prevent our services from being used in ways that violate trade restrictions or sanctions programs.

## Our SaaS Services

As a provider of cloud-based backup services, we structure our operations to minimize export control implications.

- Our services are not provided to sanctioned countries, entities, or individuals
- We comply with any applicable licensing requirements for our technology
- Our employees understand obligations related to export controls
- International transactions are appropriately documented

## Environmental Sustainability

### Our Commitment

At Rewind, we recognize the importance of addressing climate change and protecting our environment. As a cloud-native company, we are committed to minimizing our environmental footprint and supporting sustainability across our operations.

### Cloud-First Environmental Advantages

Our cloud-native architecture delivers inherent environmental advantages compared to traditional on-premises solutions:

- High-efficiency data center operations
- Optimized server and resource utilization
- Access to providers with robust renewable energy commitments
- Reduced need for customer owned hardware and e-waste

### Strategic Cloud Provider Partnerships

We carefully select cloud infrastructure partners who demonstrate strong commitments to environmental sustainability.

### Operational Sustainability

Beyond our cloud infrastructure, we implement sustainable practices across our operations:

- Support for a remote workforce
- Energy efficient office spaces
- Waste reduction and recycling programs
- Sustainable procurement practises
- Product designs that minimize resource consumption

## Continuous Improvement

We recognize that protecting data and protecting our planet are both essential to serving our customers and communities responsibly, and continue to look for opportunities to support sustainability best practices.

## Data Privacy & Security

### Privacy & Trust

Safeguarding customer data is central to Rewind's mission. We maintain strong privacy and security practices to protect the confidentiality, integrity and availability of customer data.

### Our Program

Rewind's privacy and security practices are built on industry recognized frameworks and applicable regulatory requirements. We integrate security and privacy considerations into our product development, operational procedures, and vendor management processes designed to handle customer information responsibly.

### Transparency

We understand that customers need clarity about how their data is protected. To support this, we maintain a dedicated Security Portal where customers can access current information about:

- Security controls and certifications
- Privacy practices and compliance commitments
- Policies, audit reports, and supporting documentation
- Subprocessors

Please visit <https://rewind.com/trust/> or [security.rewind.com](https://security.rewind.com) to access the most current information about our privacy and security program.

## Supplier Standards

Rewind's Supplier Code of Conduct outlines the standards we expect from the suppliers and partners who support our operations. These standards reflect our commitment to protecting our customers, acting responsibly, and maintaining ethical and compliant business relationships. The Code defines expectations related to integrity, data protection, human rights, environmental responsibility, and lawful conduct. All suppliers are required to align their practices with these expectations. Full details are available in [Rewind's Supplier Code of Conduct](https://rewind.com/supplier-code-of-conduct).

# Reporting Concerns & Contact Information

Suppliers and stakeholders may report concerns about legal, ethical or policy violations to:

Email: [legal@rewind.com](mailto:legal@rewind.com)

## Governance & Oversight

Rewind's corporate responsibility initiatives are overseen by our senior leadership team, with regular review and approval of policies and practices. We review and update this statement regularly to reflect our evolving business practices and changing regulatory landscape.