

## **TENABLE HOLDINGS, INC. HUMAN RIGHTS POLICY**

Tenable Holdings, Inc. (“*Tenable*”) is committed to upholding ethical business practices and human rights for all people, as reflected in our Code of Business Conduct and Ethics, Supplier Code of Conduct, and in our other policies and practices. We recognize that human rights are rights inherent to all human beings, regardless of race, gender, gender identity, sexual preference, nationality, ethnicity, language, religion, or any other status. Tenable’s approach to respecting human rights is based on the UN Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. Tenable also supports the United Nations Global Compact, a voluntary corporate sustainability initiative with 10 principles that foster responsible business practices to advance societal goals, which are consistent with Tenable’s values, goals, and operations.

Tenable actively seeks to honor the principles of internationally recognized human rights and we are committed to working with all stakeholders – including governments, industry, consumers, civil society, shareholders, and our customers – to promote human rights and avoid human rights abuse. The scope of this Human Rights Policy applies to all employees, partners, suppliers, and contractors.

Tenable is committed to compliance with all applicable laws and regulations related to the promotion of human rights, including matters relating to data privacy, free expression, environmental sustainability, and fair labor practices, and expects our employees, suppliers, vendors, contractors, and other partners to adhere to similar commitments. Tenable is also committed to ongoing engagement with our stakeholders on issues that impact human rights and we strongly encourage our partners to undertake similar efforts. Our human rights commitments include, but are not limited to, the following principles:

### **Ethical Business Practices**

Tenable is committed to the promotion of ethical business practices and the implementation of measures to reduce the risk of corruption. This includes policies applicable to Tenable and our partners articulated in our Code of Business Conduct and Ethics, Supplier Code of Conduct, and Anti-Corruption Policy.

### **Labor Practices**

Tenable is committed to supporting our diverse and inclusive workforce and promoting equality of opportunity and treatment in hiring, training, promotions, and working conditions. This includes a commitment to providing a work environment that is free from discrimination and/or harassment of any type. Tenable is also committed to avoiding exploitative labor conditions, including via forced labor, human trafficking, and child labor, and complying with applicable labor laws and ethical labor practices. This commitment includes policies applicable to Tenable and our partners articulated in our Code of Business Conduct and Ethics, Supplier Code of Conduct, and Modern Slavery Act Statement.

Tenable acknowledges that respect for human rights includes access to water and recognizes that the right to water is a fundamental human right. Our employees, as well as workers at our partners, suppliers, and contractors, should have access to safe drinking water.

### **Data Privacy**

Tenable is committed to implementing policies and procedures intended to protect the privacy and data security of our employees, suppliers, and customers and complying with applicable global data protection and privacy laws to protect confidential information that is entrusted to us. This commitment includes policies applicable to Tenable and our partners articulated in our Privacy Policy and Supplier Code of Conduct.