

# Match Group, Inc.

## UK Modern Slavery Act Statement

### January 2020 reporting for fiscal year 2019

Match Group, Inc., through its portfolio companies, is a leading provider of dating products available globally. Our portfolio of brands includes Tinder®, Match®, Meetic®, OkCupid®, Hinge®, Pairs™, PlentyOfFish®, and OurTime®, as well as a number of other brands, each designed to increase our users' likelihood of finding a meaningful connection. Through our portfolio companies and their trusted brands, we provide tailored products to meet the varying needs and preferences of our users. Please visit our corporate website at [www.mtch.com](http://www.mtch.com) to learn more about Match Group, Inc., as well as our Investors Page for financial and operational results as provided in our Annual Report, Quarterly Earnings, Events and Presentations filed with the U.S. Securities and Exchange Commission.

#### **Pursuant to section 54 of the Modern Slavery Act 2015, Match Group, Inc. and its subsidiaries provide the following statement:**

Match Group respects human rights and workplace rights and remains committed to conducting its business in a manner that protects these rights, including (but not limited to) prohibiting and opposing modern slavery, servitude, forced labor and human trafficking.

#### **Policies and Practices**

##### *Code of Business Conduct and Ethics*

Match Group has adopted Codes of Business Conduct and Ethics that set forth our core principles and values, and expectations regarding responsible business conduct (our “Codes”). As such, our Codes provide the standards of integrity that Match Group requires all of its directors and employees to follow. In particular, our Codes set forth our commitment to act ethically and with integrity in all our business relationships and to comply with all applicable laws, including labor and employment laws, rules and regulations, as well as providing guidance on how to report any violations of our Codes.

##### *Third Party Vendors*

Match Group endeavours to maintain business relationships with third-party vendors that are committed to respecting human rights and workplace rights. In particular, Match Group takes steps to reference the human trafficking and modern slavery laws in agreements with its third-party vendors to ensure that they also respect and comply with these laws.

##### *Users*

Match Group monitors its platforms, using both human reviewers and sophisticated technology, with a particular goal of preventing use of our sites for instances of human trafficking, slavery, servitude, or other forced or compulsory labor. To help us further maximize the safety of our users and to bring awareness to these important issues, Match enlisted the help of experts through the creation of the Match Group Advisory Council, including executives of the National Center for Missing and Exploited Children, Polaris Project (which runs the United States National Human Trafficking Hotline), and Thorn, three organizations dedicated to the prevention of human trafficking.

### *Employees*

Match Group respects and values its employees. To ensure that our employees are not subject to undue influence and are treated fairly and with respect, Match Group has human resource policies and procedures, as well as recruitment processes, in place across all of its operations.

### *Awareness*

Match Group's Codes specifically require all employees to comply with all applicable laws, including labor and employment laws, rules and regulations. Match Group requires that all of its directors and employees, including all executive officers and senior financial officers, comply with the Match Group Code. During new hire orientation and training, all recently-hired employees receive a copy of the applicable Match Group Code, and all employees are required to review and acknowledge the Match Group Code annually. Match Group employees have trained and dedicated professional staff to oversee and coordinate safety measures across all platforms, including measures related to the prevention and detection of human trafficking and modern slavery.

### *Whistleblowing*

Match Group maintains a twenty-four hour phone hotline and an online portal for anonymous reporting, for employees to raise concerns without fear of retaliation. Employees can confidentially report any concerns, which may include concerns relating to modern slavery and human trafficking. These reports are then investigated in accordance with company policies and procedures, and appropriate action taken where necessary.

### *Accountability*

Match Group's Codes govern and guide the business conduct of Match Group and its employees. As we hold ourselves to these high ethical principles and values, we endeavor to ensure that the business conduct of our vendors complies with all laws and that vendors represent that they do not participate in modern slavery or human trafficking of any kind. Employees who violate the Match Group Code are subject to disciplinary action, up to and including dismissal (except where prohibited by law). We also reserve the right, pursuant to contractual provisions or to the extent permitted by law, to terminate relationships with vendors who do not comply with applicable laws or who otherwise engage in illegal activities.

Consistent with Match Group's ongoing review of its business practices, and as the understanding of and approaches to address the complex issue of modern slavery and human trafficking develop, Match Group expects to further refine its policies or practices as it deems appropriate and effective.

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and has been approved by the Board of Directors of Match Group, Inc.

/s/ Sharmistha Dubey  
Chief Executive Officer  
On behalf of the Match Group, Inc. Board of Directors

*This statement is for the financial year January 1, 2019 ending December 31, 2019.*