Code of Conduct

Last update: Q3 2026
Questions? Slack **#ethics** or email ethics@doordash.com

A message from our Leadership

All,

DoorDash is reinventing local commerce. We move fast, we start from first principles, and we work as one incredibly talented team of people.

Our commitment to ethical business and integrity, like our commitment to innovation, is non-negotiable. We are committed to having a corporate compliance culture. This Code of Conduct helps us meet that commitment. I appreciate you following the principles in our Code of Conduct and living our values. Simply put, we will compete and succeed—fairly and honestly—through our passion, mutual respect, innovation, and superior performance, and never through unethical or illegal business practices.

Use your judgment, follow our policies and procedures, and, if you're ever unsure about the right course of action, ask for help. This Code of Conduct will help you identify resources within DoorDash that you can consult for help before taking action—and if you come across behavior that is at odds with our values, speak up. We want you to speak up! Our journey has just begun, and together we can bring our business to every corner of the world. Thank you.

Tony

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About this Code

The Company operates in accordance with the highest ethical standards and all applicable laws and regulations. We ask our employees to do the same, wherever we do business. If local laws or practices conflict with this Code, you should always follow the stricter standard. Our employees are empowered to make decisions that play a critical role in pursuing our mission, using good judgment and acting with integrity. The Code of Conduct isn't a complete rulebook that addresses every issue that might arise, nor a summary of all laws and policies. Rather, it provides principles-based guidance, promotes sound judgment and integrity, as well as encourages us all to:

1. Live our values and uphold our reputation;
2. Protect health & safety, and respect human rights, our environment and the communities where we do business;
3. Make the best decisions we can, every day, preventing wrongdoing and upholding honest and ethical conduct;
4. Ensure a culture of honesty, accountability and following through on our commitments;
5. Comply with Company policies and laws that apply, including accurate and timely financial reporting, regulatory filings and public communications;
6. Report promptly and in good faith any potential wrongdoing, including violations of this Code;
7. Understand where to go for further information.

Who does this Code apply to?

All of us! The Code applies to employees, officers, and directors of DoorDash, Inc. (together with its affiliates and subsidiaries globally, the "Company"). In addition, we expect anyone who works with us, including Dashers, couriers, riders, other contractors, merchants, partners, consultants, vendors, suppliers, distributors, representatives and subcontractors to share in this commitment to the highest degree of integrity and operating in compliance with all applicable laws.

We always do business legally and ethically, regardless of any impact on the bottom line. We ask that you get to know and comply with this Code, use it to better understand and manage the risks applicable to your role, and ask questions of anything you are unsure about.

The management team of DoorDash, Inc. has overall responsibility for this Code, as overseen by the Board. The Ethics & Integrity team is responsible for administering the Code; if you have any questions about the Code, contact them via **#ethics** on Slack.

How should you use the Code of Conduct?

This Code can't cover every situation you might face. Read this Code alongside any other policies that apply to your role. Together, they give you what you need to make good, ethical decisions. If you're unsure, ask yourself:

- Is it legal?
- Does it feel right and match our values?
- Am I acting with integrity and taking responsibility for my actions, following the spirit as well as the letter of this Code?
- Could I explain it to our customers, my colleagues, or my family?
- Would I be comfortable if it made the news or went viral?

If the answer to any of these is 'no', don't do it. When in doubt, ask before you act!

This Code should be read in conjunction with any other policies applicable to an employee, officer, director, Dasher, other contractor, merchant, consultant, vendor, supplier, distributor, agent, representative, and subcontractor.

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Who to ask?

If you're unsure about the right thing to do, speak to your manager first. You can also contact the Ethics & Integrity team, within the Legal Department, at **#ethics** on Slack. They're responsible for explaining and applying this Code, and can approve exceptions in certain situations. For questions about senior leaders (officers or directors), the Board or its Audit Committee makes the final call.

A note for people managers

Actions speak louder than words. If you manage people, you have greater responsibility to support our culture, champion the importance of the Code and set an example for employees to follow. We ask you to really help encourage an understanding of this Code and its principles among your direct reports and colleagues.

Consequences for breaching the Code

Breaching the Code can result in disciplinary action, up to and including dismissal. This applies not only to those who commit a breach, but also to anyone who approves it or knows about it and fails to report it. Some breaches may also carry civil or criminal liability.

If you see something, say something!

If you become aware of unethical, illegal, or inappropriate behavior at the Company, report it as soon as possible. You can find more detail in the Speak Up Policy. Concerns can be reported to your manager, HRBP, or to the Ethics & Integrity team. We do not tolerate retaliation for genuine, good faith concerns: all reports are taken seriously and handled with care. Reports will be kept confidential wherever possible, except where disclosure is needed for an investigation or required by law.

How to speak up

If you know about or suspect any misconduct, a breach of the Code, or a possible legal violation, including concerns about accounting, financial reporting, or auditing, report it straight away. Start with whoever you feel most comfortable with:

- Your direct manager
- Another manager in the business
- Your HR Business Partner
- Ethics & Integrity, in the Legal Department, (#ethics, or ethics@doordash.com)
- A senior leader, such as the Chief Financial Officer, General Counsel, or VP, Internal Audit

You also have the option of using the confidential third-party hotline, **AllVoices**. You can raise your concerns anonymously, and in confidence. If you report anonymously, you'll receive a PIN code to check back for updates — keep a note of it. Fill out a webform, or in some locations, ring a dedicated phone line and tell an operator in your own words what you saw. Check the details on the web page of the channel that applies to you, or find more information on the Ethics & Integrity pages on The Block.

After an investigation starts

If a concern is reported, it will be investigated promptly and thoroughly. A few important rules:

- Do not investigate on your own; leave it to the appropriate team.
- Cooperate fully and honestly with any investigation.
- Maintain confidentiality, to the extent permitted by applicable laws.
- Never withhold, alter, or destroy relevant information.

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Providing false information to investigators, auditors, or regulators is a serious offense — it could lead to termination and may also be a criminal matter.

Working with external investigators

If regulators or law enforcement contact the Company, we engage with them courteously and honestly. If we have a legal duty to share information, we do so transparently. Should a regulator contact you directly, or if you are asked to take part in an investigation:

- Contact the Legal team immediately.
- When permitted by law, provide responses through the Legal team.
- Complete any required Dawn Raids/Regulatory Investigations training.
- If you don't know the answer to something, say so; never guess or speculate. Making false statements to or otherwise misleading internal or external auditors, investigators, regulators or other governmental entities may be grounds for dismissal, and also could be a criminal act that can result in severe penalties.

Your right to report to regulators

Nothing in this Code or any other policy prevents you from reporting concerns to a Government or regulatory body yourself, including pursuant to securities laws[1]. You are always free to do so.

Books, Records and Financial Integrity

Maintain accurate business information and treat it carefully.

Everyone who works for the Company has a role to play in making sure our financial and business records are accurate. This includes keeping accurate records within their own area of work and flagging any financial or business information to senior management promptly if it could be significant. This matters because the information we record affects how we report our performance to regulators, investors, and the public — and getting it wrong can have serious consequences for the business and for individuals.

Senior leaders with financial responsibilities — 'Senior Financial Officers'[2] — have a particular duty to understand the rules that govern what and how we disclose financial information; know how our business and finances operate; and not knowingly misrepresent — or encourage others to misrepresent — facts about the Company's financial position to anyone, including auditors, regulators, or employees. Our Code is designed to promote full, fair, accurate, timely, and understandable disclosure in reports and documents that we file with, or submit to, the Securities and Exchange Commission and in other public communications made by the registrant.

[1] Including, but not limited to, Section 21F-17 of the United States Securities and Exchange Act of 1934

[2] The Company's principal executive officer, principal financial officer, principal accounting officer or controller, and other senior employees who perform similar functions for the Company

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What do you need to do?

- Record information accurately, completely, and on time. Entries should reflect what actually happened, in the right period, under the right category.
- Never create false or misleading records, and never make payments or transfer company assets without proper authorization and supporting documentation.
- Protect the confidentiality of Company information: do not share it with competitors, or with colleagues who have no need to see it.
- Be careful in your written and spoken communications: emails, messages, and other electronic records could live forever in the cloud.
- Put agreements and commitments in writing, including all material terms for both parties.
- Only sign contracts on behalf of the Company if you have been expressly authorized to do so. If in doubt, check with Legal.

I have almost agreed to a new deal with a partner. Can I account for the income in an earlier period to hit my commission target, since the work will definitely happen? *No. Income must be recorded in the financial period in which the activity actually takes place — this is a fundamental accounting principle. Booking income early is not permitted, regardless of how certain the deal seems.*

Do not facilitate tax evasion and be committed to preventing fraud. The Company is committed to financial integrity and works to prevent abuse of our platform.

This means we have controls and monitoring systems in place to detect and stop the misuse of our platform — whether through fraud, tax evasion, money laundering, or violations of sanctions rules. We expect everyone who works here to play their part in upholding these standards.

What do you need to do?

- Follow all Company policies, procedures and controls relevant to your role. Complete any required training promptly.
- Stay alert to warning signs that a transaction or request may be suspicious or fraudulent.

What is the facilitation of tax evasion? *In many places where we do business, it is a criminal offense to knowingly help someone else evade tax, including assisting, encouraging, or enabling another person to fraudulently avoid paying tax they owe.*

Follow the rules on international trade and work to make sure our platform is never used to move or conceal illegal funds.

All employees must follow our policies on international trade compliance and anti-money laundering. This ensures we meet obligations under applicable law in two main areas:

1. **International trade:** covering tariffs, imports and customs, economic sanctions, export controls, and anti-boycott rules.
2. **Anti-money laundering:** preventing the use of company activities to conceal or move illegal funds.

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What do you need to do?

- Read the full Global Financial Crime Policy and make sure you understand how it applies to your role.
- If you are ever unsure whether an activity or transaction could raise a concern, speak up. Contact Ethics & Integrity before proceeding.

Conflicts of Interest

Disclose any actual, potential or perceived conflicts at the earliest opportunity.

A Conflict of Interest exists when your personal activities or interests conflict, or are perceived to conflict, with the Company's business interests.

Conflicts are a recurrent feature of business and are often more common in businesses that have an entrepreneurial culture. Conflicts that are not identified and addressed could undermine our business in several ways. Individuals may personally benefit (either directly or indirectly) to the Company's detriment. There could be fraud against the Company. If we fail to address a conflict, we may be accused of bias, or challenged that a decision was made unfairly.

What do you need to do?

1. Discuss with your direct manager. Make sure they're aware and get their written approval.
2. Declare your conflict via the dedicated Conflicts Declaration Tool. This will also get your conflict added to the Company's Conflicts of Interest Register.
3. The Ethics & Integrity team will review and work with you to discuss, exempt and/or resolve[3]. Keep that team up to date if anything changes with regards to your declared conflict, even if it's approved.

What types of conflict of interest do I need to disclose? *Tell us about* ***outside employment, compensation, or work, including contractor or advisory work*** *like second jobs, side hustles, self-employment, ownership of a business or start-up;* ***family or personal relationships*** *with a supplier, partner or other third party;* ***personal investments,*** *incl. outside financial interests in a company in a related industry;* ***board positions,*** *like directorship of an entity outside of the Company; or* ***business opportunities****.*

Corporate Opportunities

Act in the Company's best interests and do not pursue personal gain at the Company's expense.

This means working diligently to help DoorDash, Deliveroo & Wolt succeed — and not using your position, access to

[3] Note that, to the extent your proposed engagement or activity could constitute a "related person transaction," it will also be addressed pursuant to our Related Person Transaction Policy and Procedures

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company information, or company resources for your own personal benefit.

- **Corporate Opportunities** If you come across a business opportunity through your work (for example, through access to company information, systems, or contacts), that opportunity belongs to the Company first. You must not take it for yourself or pass it to someone else.
- **Personal Gain** Do not use Company property, equipment, information, or your role and authority here to benefit yourself personally. You must also not compete with the Company, whether directly or indirectly.

What do you need to do?

- Always act in the Company's best interests when carrying out your role.
- If you identify a business opportunity through your work, bring it to the Company's attention: do not pursue it for yourself without first offering it to the Company.
- Do not use Company property, systems, information, or your position here for personal financial gain.
- Do not engage in any activity that competes with Company business.
- If you are unsure whether a particular activity or use of Company resources is appropriate, seek approval from your direct manager or Ethics & Integrity before proceeding.

I have identified a business opportunity that relates to my area of work at the Company, but I don't think the Company would be interested in pursuing it. Can I take it on personally?
Not without raising it first. Even if you believe the Company would not be interested, you must give the Company the opportunity to consider it before you pursue it yourself. If the Company reviews the opportunity and decides not to proceed, you may then be able to pursue it — but you should seek guidance from Ethics & Integrity or Legal before doing so.

Protect Company Assets

Protect Company assets and ensure their efficient and prudent use.

There are many types of assets we all need to protect. These include:

1. Physical items such as computers, laptops, tablets, phones, office supplies, and office space
2. Proprietary information and personal data
3. Intellectual property
4. IT resources, including communication systems and AI tools

What do you need to do?

- Use Company assets only for legitimate work purposes — not for personal use or activities unrelated to your role
- Use IT resources only for Company business and only

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access appropriate content
- Be familiar with the Company's security policies and standards
- Report any loss, suspected theft, or fraud to the Security team immediately: do not delay!
- Return all Company property in good working order if you leave the Company or are asked to do so. Remember: technology and equipment issued to you always remains Company property

I sometimes use my work laptop for personal tasks outside of working hours. Is this a problem? *Minor, incidental personal use of Company equipment is generally acceptable, but you should not use Company property in a way that benefits you financially or that could conflict with Company interests.*

Protect Company Information

Maintain the confidentiality of information about the Company or entrusted to you while working at the Company.

In your work at the Company, you will have access to confidential, personal and/or proprietary information. This includes information about our business, as well as information about our employees, customers, merchants, partners, Dashers, couriers, riders, and suppliers. Company information can take many forms, including:

1. Financial information and business plans
2. Technical information and data
3. Personal information about employees, customers, merchants, partners, Dashers, couriers, riders, and suppliers
4. Strategies, future plans, and other non-public information

Unauthorized access to, use of, or disclosure of this information could seriously damage the Company and its brand, or the people and organizations whose information we hold. We all have a responsibility to handle all Company information with care.

Your obligation to protect confidential Company information does not end when you leave the Company: it continues after your employment or working relationship ends.

What do you need to do?

- Only share information with people who genuinely need it for their work and are authorized to have it. This applies both inside and outside work.
- Never send company information to personal email addresses or store it on unapproved personal devices or storage media.
- Use any access you have been granted only for its intended purpose: never share passwords or login

A colleague working from home has called and asked me to send several files to their personal email address. Can I do this? *No. You must never send confidential information to a personal email address. Our information is valuable and sensitive — always think*

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credentials with anyone else.
- Be mindful of your surroundings. Lock your screen when you step away from your desk, do not leave sensitive information visible or unattended, and be alert to tailgating in secure areas.
- Report any suspected or confirmed misuse of confidential or non-public information to the Security, Privacy and Legal teams immediately.
- If you are contacted by a member of the financial community, the press or other media outlets, please direct those inquiries to the Communications team. Do not answer any such requests directly without express permission.
- Don't participate in prediction markets using non-public information you learn about through your work at the Company (whether about the Company, other companies we do business with, or related confidential matters). This can result in legal consequences and reputational risk for both you and the Company.
- If you are unsure whether something counts as confidential Company information, contact the Legal team before sharing or using it.

carefully before sending anything, and use only authorized channels to share files.

Someone has shared a confidential data file with me, and I then received a separate access request for the same file from someone else in the business. Can I share it with them? *No. Everyone should only have access to the information they need to do their job. If someone requests access to a file, check with the file owner — it is the file owner's responsibility to review the request and grant or control access directly.*

Use emerging technologies, like Artificial Intelligence, ethically and responsibly.

There is huge potential for emerging technologies and tools to improve the efficiency of our day-to-day work, but we should all be cognizant of their risks, limitations and weaknesses.

If we don't follow appropriate guardrails, our overall adoption of emerging technology — including Generative Artificial Intelligence (GenAI) — could be slowed, or cause significant disruption to business operations, leading to legal liability and/or material financial damage.

What do you need to do?

- Be mindful of the rapid and significant change emerging technologies like GenAI could have on your day-to-day work, our business and our marketplace.
- You are responsible for the data inputs and outputs. While approved AI tools available in Okta can be used with all types of data, you should limit the input of confidential and personal information to the minimum necessary to achieve the business objective. Review AI-generated content critically for inaccuracies or inappropriate content, and ensure that sensitive or confidential AI outputs are shared with an appropriate audience.

Can I use GenAI tools to complete some of my day-to-day work tasks? *The Company has pre-approved a number of GenAI tools for use. You must not use any GenAI tool that has not been pre-approved — this includes free-for-use tools, trials and tools that do not require integration. For more details see the Vibe Check: Building With AI Securely document*

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- Stay up-to-date on guidance issued by the Company, and always use and implement change in a responsible and ethical manner.

Competition & Fair Dealing

Competition is good for us: we deal fairly with everyone with whom we work.

The Company competes on the strength of our ideas, our people, and the quality of our service — not through unethical or unlawful practices. We are committed to dealing fairly with everyone we work with, including employees, Dashers, couriers, riders, merchants, partners, customers, suppliers, and competitors.

Competition laws exist around the world to protect open, fair markets and prevent activities that restrict trade. Breaching these laws can have serious consequences, including large fines and reputational damage for the Company, and, in some cases, criminal penalties and imprisonment for the individuals involved. The rules in this area are complex, so if you are ever unsure, contact the Legal team before acting.

What do you need to do?

- Treat everyone fairly. Do not seek to gain an advantage through manipulation, concealment, misrepresentation, or any other form of unfair dealing.
- Comply with competition law and support an open, fair marketplace. Do not require partners to match or beat their other-platform prices on DoorDash (so called MFNs or wide price parity clauses), or penalize those who charge less elsewhere, without prior Legal review. If you are unsure whether something you are doing complies with competition law, contact the Legal team before proceeding.
- Respect competitors' intellectual property rights and any restrictive covenants that apply to them.
- Only gather information about competitors through lawful means.
- Do not offer or enforce exclusive or "preferred" partner deals, minimum-volume or loyalty commitments, or penalties tied to a partner using a competitor, outside Legal guardrails.
- Do not make false or misleading statements about competitors.

A colleague has just joined us from a competitor. They have sensitive information about their former employer, including pricing and sales strategy. Can I review or use that information? *No. You must not accept or make use of a competitor's commercially sensitive information. Explain this to your colleague and direct the matter to the Legal team or Ethics & Integrity team straight away.*

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- If you have any doubt about whether an action could breach competition or antitrust law, seek advice from the Legal team before proceeding.

Community Impact & Environmental Sustainability

Support the communities we serve and promote environmental sustainability. We operate across many countries and we expect you to uphold this commitment wherever you work.

Our sustainability strategy focuses on where we can have the greatest positive impact on the communities we serve and the environment. This means:

1. Helping customers access a wider range of choices at good value.
2. Supporting our merchants and partners to grow their businesses.
3. Giving Dashers, couriers and riders flexible work alongside fair protections and security.
4. Challenging ourselves to reduce our own emissions and the waste we produce, and we hold ourselves accountable through periodic sustainability reviews.

What do you need to do?

- Comply with all applicable sustainability requirements.
- Promote sustainable practices and behaviors when working with merchants, partners, and suppliers.
- Where relevant to your role and consistent with local law, aim to engage partners and suppliers who share our commitment to environmental responsibility.

Act as a positive force, supporting communities and respecting the people, laws, and cultures around you.

We operate in communities around the world, and we take that responsibility seriously. We want to reduce food insecurity, support local economic opportunity, and make a positive difference in the places we work. We do this through the right partnerships, direct action, and by respecting the laws, cultures, and customs of every place we operate in.

What do you need to do?

- Support and protect human rights in everything you do, regardless of where you are working.
- Engage respectfully with local communities and be mindful of the economic, social, and environmental impact of our business.

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- Learn and follow all applicable local and international laws, including employment, tax, environmental, and trade laws, as well as local customs and cultural norms.

Take practical steps in your day-to-day work to reduce waste, conserve resources, and lower our emissions.

We all have a role to play in reducing the Company's environmental impact. Compliance with environmental laws is a minimum.

What do you need to do?

- Follow all applicable environmental laws and standards where you work.
- Take simple actions to reduce your environmental impact at work, such as only printing documents when necessary, minimizing single-use plastics and using public transportation where practical.

Bribery & Corruption

We do not tolerate bribery or corruption.

The Company is committed to doing business ethically and in compliance with all applicable laws, and we expect the same from everyone who works with us. This applies to all employees, directors, and officers. It also applies to the Company's agents, consultants, and other intermediaries or representatives that are authorized to act on the Company's behalf. We also expect our merchants, partners, vendors, and suppliers to be aware of and act in line with these standards.

Bribery is offering, giving, or receiving — directly or indirectly — something of value to someone, in exchange for an improper advantage. It is illegal, and breaching anti-bribery laws can result in serious consequences, including criminal prosecution and significant fines for both our Company and the individuals involved, even if we didn't know it was taking place on our behalf.

Gifts and hospitality help foster business relationships with our partners. Both of these can create real or perceived instances of trying to inappropriately influence another person, as well as risks in a number of other areas, like bribery of Government Officials, commercial bribery, violations of Government

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procurement and anti-kickback laws and regulations, and violations of the policies of third parties. Bribery is not always explicit; gifts or hospitality may be offered subtly, and sometimes with the intention of influencing future decisions rather than an immediate outcome. As a rule of thumb, gifts or hospitality must:

- Be for a legitimate business purpose;
- Be reasonable and appropriate;
- Comply with applicable law and the Company's thresholds and approval requirements set out in the Gifts, Hospitality & Anti-Bribery Policy.

What do you need to do?

- Familiarize yourself with our Gifts, Hospitality & Anti-Bribery Policy.
- Get approval in advance from your manager and the Ethics & Integrity team before offering or accepting:
    - **To/from private sector companies/individuals: any gift or hospitality, including business meals, over $100[4] per person in value.**
    - **To/from Government Officials: any gift or hospitality of *any* value.**
- Never offer, promise, or give anything of value — directly or indirectly — to anyone with the intention of influencing them improperly.
- Never request, agree to receive, or accept anything of value as a reward for acting improperly or in breach of your responsibilities.
- Make sure you understand who the Company is doing business with and why; we only work with people and organizations we know and trust.
- Complete any anti-bribery and corruption training required of you.
- If you are unsure, or have a concern, seek guidance from Ethics & Integrity before proceeding.

What counts as a gift? *Gifts are items or benefits given to you to use at your discretion, without the provider being present. They include things you can eat or drink, electronics, branded items, clothing, gift cards, vouchers, discounts, free or discounted tickets to events, gifts/tickets for plus ones/family members, internships or donations to charity.*

What counts as hospitality? *Hospitality is a shared experience or event, where the offering party is also present, and includes entertainment — incl. events like a sports game or a concert, business meals with the client, and travel/lodging for the event.*

Insider Trading

Never trade on inside information, and never share it with others.

It is illegal to buy or sell shares in a company, including DoorDash, while in possession of information that has not been made public and that a reasonable investor would consider important when deciding to trade. This is known as *insider trading*.

[4] Not using US dollars? Use today's exchange rate. Not sure of the value? Google it, or ask the offering party.

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It is also illegal to pass that information to someone else so that they can trade on it: this is known as *"tipping"*. Both the person who shares the information and the person who trades on it can face serious legal consequences, including criminal prosecution.

In your role at the Company, you may have access to information that is not publicly available. You are responsible for handling that information carefully and never using it — or sharing it — for trading purposes. We have controls in place to identify and manage inside information, and access to such information is restricted to those who genuinely need it. Open and closed trading windows are clearly communicated across the business, so you will always know when you can and cannot trade.

What do you need to do?

- Be aware that you may come across information that has not been made public and that could affect DoorDash's share price — do not disclose this information other than to those who need to know in the course of your work with DoorDash.
- Never use non-public information (whether about DoorDash or any other company you learn about during the course of your work) to buy or sell shares, or to advise others to do so.
- Never share inside information with anyone for an improper purpose; doing so could result in a criminal offense for both you and the person you share it with.
- Familiarize yourself with DoorDash's Insider Trading Policy and observe any trading restrictions that apply to your role.
- Pay attention to communications about open and closed trading windows, and only trade during permitted periods.
- If you are unsure whether information you hold is restricted or constitutes inside information, contact Legal before taking any action.

Food & Product Safety

We are committed to ensuring that every customer can trust that the goods they order through our platform are safe.

We communicate clear food and product safety standards as required by law, and we expect all our merchants, partners, Dashers, couriers, and riders to meet them. We require all partners to trade safely and lawfully.

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We aim to work constructively with regulators, investigate reported concerns, and take action where our policies are breached. We also provide tools to help our partners meet their legal obligations — including making allergen and product safety information available to customers.

We are committed to providing a secure and trustworthy online environment for everyone who uses our platform. Our approach is designed to identify potential online safety risks and take proportionate steps to address them. Where partners or customers fail to meet our online safety standards, we will take appropriate action.

What do you need to do?

- Champion the importance of food and product safety when working with merchants, partners, Dashers, couriers, and riders.
- Report any food or product safety concerns promptly so they can be addressed quickly.
- Take customer and regulator complaints seriously and escalate them appropriately.
- If you manage a supplier relationship, make the Company's compliance expectations clear, particularly around partner onboarding and the sale of restricted items.
- If you have any questions, contact the Global Food Safety team (foodsafety@doordash.com).
- Be alert to content on our platform that appears harmful, inappropriate, or illegal.

My client wants to start selling products that are new to our brand. What should I do? *If it is a new category or product that we do not currently sell on the platform, contact foodsafety@doordash.com who can get you the right answer.*

Respect, Inclusion & Fair Treatment

We believe that everyone deserves to be treated with dignity and respect. We are committed to building a workplace that is inclusive, fair and free from discrimination, where every person can contribute and thrive.

We connect an incredibly diverse range of people. That diversity is one of our greatest strengths, and we have a responsibility to protect and celebrate it. We are committed to:

- Creating a working environment where everyone is treated with respect, regardless of who they are or where they come from.
- Ensuring equal opportunities for all.
- Paying fairly and competitively, meeting all applicable minimum wage and working hours requirements where we operate.

My manager is often rude or intimidating to people in our team. I am worried that raising this will make things worse. What should I do? *Abusive or bullying behavior is never acceptable, regardless of someone's seniority or role. Our culture is built on respect, and you should feel safe raising concerns. You can speak to*

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- Never using or permitting forced, involuntary or child labor — anywhere.
- Keeping our workplace safe, both physically and psychologically, and complying with all applicable employment and health and safety laws.
- Encouraging open communication, listening to employees' views, and fostering a culture where speaking up is always safe.

another manager, your HR Business Partner, or use the AllVoices process. We will always support anyone who raises a concern in good faith. Search your local policy pages for further resources.

We do not tolerate discrimination and harassment.

We do not tolerate harassment, bullying, violence, retaliation or any form of discrimination in our workplace or in our marketplace.

This applies to everyone at or affiliated with the Company: employees, contractors, consultants, merchants, partners, Dashers, couriers, riders, suppliers, and any other business partners. No one will be treated less favourably because of their race, religion, color, sex, pregnancy, national origin, age, disability, military or veteran status, marital status, sexual orientation, gender identity or expression, or any other characteristic protected by law.

Anyone found to have harassed, discriminated against or retaliated against another person may face disciplinary action, up to and including termination of their employment or professional relationship with the Company.

What do you need to do?

- **Treat everyone with dignity.** Whether you are working with colleagues, merchants, partners, Dashers, couriers, riders or consumers, always act with respect. Consider the perspective of the people you interact with and recognize that everyone's experience of life is different.
- **Understand and address your own biases.** We all carry inherent biases shaped by our upbringings and experiences. Bias is not the same as discrimination, but unchecked bias can cause real harm. Use the tools and resources the Company provides to recognize and reduce your biases.
- **Dress appropriately.** Employees are expected to dress safely, appropriately and respectfully, during work and also when representing the Company publicly. Employees can wear religious attire without fear of discipline or discrimination.
- **Follow our Social Media Policy**.

A colleague who is recruiting has made remarks that suggest they might discriminate against certain candidates. What should I do? *We will not tolerate discrimination in any form, including in hiring. Raise your concern in the way you feel most comfortable — go to your manager, the People team, or use the AllVoices process. You can also search your local policy pages for further guidance.*

How do I know if what I want to wear to work is suitable? *A simple test: would you wear it to visit a client or customer? If not, it probably is not right for our offices.*

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- **Report concerns immediately.** If you witness or experience harassment, bullying, violence, retaliation or discrimination, speak up straight away. You can report to your manager, your HR Business Partner, or through our confidential Speak Up platform, AllVoices. Managers who witness or receive reports of any of these things are required to inform HR.

We are committed to providing a safe and healthy workplace for everyone.

We all share a responsibility to support one another's physical, mental, and emotional well-being. We want everyone to feel safe, supported, and able to ask for help when they need it. Be respectful when it comes to alcohol and never use or possess illegal substances at work.

What do you need to do?

- Follow all applicable health and safety rules and standards in your workplace.
- Report accidents, injuries, and any unsafe or unhealthy conditions to Facilities or the Global Operations Center immediately.
- Take care of your own well-being, and look out for the people around you. If you are struggling, do not suffer in silence; ask for help.
- If you see a colleague who is struggling, offer support and be prepared to listen.
- If you choose to drink alcohol, do so responsibly and within the legal limits that apply where you are: never consume alcohol at Company events in a way that affects your ability to do your job safely and professionally.

I had an accident at work. What should I do? *Report it to Facilities or the Global Operations Center immediately. They will provide support and ensure the relevant local injury reporting requirements are followed. Reporting accidents helps the Company understand and reduce the risks our people face, making the workplace safer for everyone.*

We respect your right to make your own choices about union membership and political participation.

We work hard to offer competitive pay and benefits, and to create a workplace that is healthy, safe, and one we can all be proud of. We also respect your right to decide, freely and without pressure, whether or not to join a trade union or any other employee association. We are committed to ensuring you do not face intimidation, retaliation or harassment for the choices you make in this regard. Where employees are represented by a legally recognized union, the Company is committed to engaging constructively and in good faith with their chosen representatives.

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The Company does not make contributions to political candidates or parties, except where permitted by law. Your personal political views and activities are your own. Any political activity you engage in must be done in your personal capacity, not as a representative of DoorDash, Deliveroo or Wolt, and must not create any impression of a connection to the Company.

Your political choices will never affect your pay, job security or career progression. However, this does not extend to unlawful political activity (including any form of violence), or conduct that causes serious disruption to our workplace or material harm to our reputation.

What do you need to do?

- Your choice about union membership is entirely yours. If you ever feel pressured, intimidated or harassed in connection with a union membership decision, report it immediately to your HR Business Partner or through our confidential AllVoices platform.
- Keep your personal political activity entirely separate from your role at work: do not use Company resources, time, branding or your position to advance any political cause or candidate.
- Make clear in any political activity that you are acting as a private individual, not on behalf of DoorDash, Deliveroo or Wolt.
- If you are unsure whether a particular activity could create a conflict or reputational risk, speak to Ethics & Integrity before proceeding.

Our supply chain

We are committed to ensuring that our merchants, partners, vendors and suppliers adhere to and operate with the highest degree of integrity and in compliance with all applicable laws and regulations.

We expect our merchants, partners, vendors and suppliers to share in this commitment and for our vendors to abide by our Partner Code of Conduct. You are expected to assist DoorDash's compliance efforts by taking appropriate steps to help ensure that business relationships are formed only with trustworthy and qualified merchants, partners, vendors and suppliers. You also cannot use or rely on a third party to do something that you are not allowed to do. This means that a merchant, partner, vendor or supplier cannot be used as a conduit to violate this Code.

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What do you need to do?

When selecting and working with merchants, partners, vendors and suppliers, keep the following principles in mind:

- Deal fairly, honestly and transparently, always, and in both directions.
- Choose partners who act ethically, not just those who offer the lowest price.
- Select partners who comply with health and safety, environmental, competition, employment laws, and who respect human rights, dignity and diversity.
- Do not give or accept excessive gifts, entertainment or bribes.
- Pay agreed amounts on time, and expect the same in return.
- Protect confidential business information, personal data and privacy, always, and in both directions.
- Follow Company onboarding processes so that proper due diligence can be carried out on new suppliers.
- If you manage a supplier relationship, clearly communicate our expectations and monitor that those expectations are being met.
- Escalate promptly if a supplier is not meeting our standards.

Where can I find our Partner Code of Conduct? *The Partner Code of Conduct is available on the Ethics & Integrity Block page and is published in multiple languages to support our partners across different geographies.*

We do not tolerate modern slavery.

We are committed to playing our part in preventing modern slavery in our business and our supply chains. We conduct impact assessments that map our business and supply chain activities against recognized indicators of modern slavery risk, and we take action to address potential issues. Across the business, teams are driving initiatives in our supply chain and marketplace to support the prevention of modern slavery.

What do you need to do?

- Familiarize yourself with the Modern Slavery Policy and complete any required training so you understand the risks relevant to your role.
- Support Company due diligence and monitoring procedures.
- Report any concerns you become aware of promptly.
- If you encounter or become aware of human trafficking, report it to the appropriate law enforcement authority immediately.

What are some modern slavery red flags to watch out for? *It can be difficult to know for certain, but signs of modern slavery may include people who appear to be under the control of someone else; do not have personal identification on them; are not allowed to move around freely; are reluctant to talk to strangers or authorities; or appear frightened, withdrawn, or show signs of abuse. If you notice any of these signs, report your concerns immediately.*

Waivers and Amendments of this Code

Any waiver of any provision of this Code for an officer or director must be approved in writing by the Board or, if appropriate, its designee(s). If applicable, such a waiver may have to be

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promptly disclosed pursuant to applicable laws and regulations. Any waiver of this Code for a Senior Financial Officer will be promptly disclosed to stockholders if and as required by applicable law or the rules of the applicable stock exchange. The Company is continuously reviewing and updating its policies, and therefore reserves the right to amend or modify this Code at any time for any reason as approved by the Board or its designee.

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