

Blackbaud's Human Rights Policy

Blackbaud's higher purpose is "to help good take over the world." Part of being able to achieve this higher purpose is a commitment to human rights and taking opportunities to promote and uphold our responsibilities to respect human rights across our business. We seek to uphold the highest ethical standards and to engage in practices that enhance the welfare, safety, and well-being of our workforce, business partners, and wider communities as outlined below in this Human Rights Policy (the "Policy").

Blackbaud supports the human rights principles contained in the United Nations Universal Declaration of Human Rights, the UN Global Compact, the Guiding Principles on Business and Human Rights, and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work. We take seriously our responsibility to continually develop and review, including through stakeholder engagement, our business practices to uphold our commitment to human rights. Blackbaud will not tolerate human rights violations and our Code of Business Conduct and Ethics ("Code of Conduct") sets forth several channels for suspected violations of this Policy to be reported without fear of retaliation.

This Policy applies to all persons working for Blackbaud or on its behalf in any capacity and at all levels including, officers, directors, contingent workers, contractors, vendors, volunteers, interns, external consultants, third party representatives, business partners and suppliers.

Workforce and Labor Relations

Blackbaud values a diverse workforce and does not tolerate discrimination in employment opportunities or practices as set forth in our Code of Conduct. We promote a professional and productive work environment where everyone is treated with dignity, courtesy and respect. We are committed to maintaining a work environment free of violence, threats of violence, abuse or hostility while keeping our workplaces and facilities sanitary and free from hazards by following safety, environmental and health rules and practices. We respect the legal rights of our workforce to associate freely, form and join workers organizations and collectively bargain where permitted by law. These legal protections also extend to respecting the rights of minority groups and the rights of women.

Suppliers and Business Partners

Suppliers and Business Partners must treat all Blackbaud personnel, and their own personnel, with dignity, courtesy, and respect, at all times free of all forms of harassment. As part of our commitment to keeping our workplaces and facilities safe, sanitary, and free from hazards, Suppliers and our Business Partners are responsible for following all applicable safety, environmental and health laws,

rules, regulations, and practices, including those that address the protection of women's rights and the protection of all minority groups.

All labor must be voluntary. For example, our Suppliers, or Business Partners, may not, and must ensure that their business partners do not support, engage in, or require any compelled, involuntary, or forced labor; labor to be performed by individuals under the age of 18 (child labor); bonded labor; indentured labor; or prison labor. Suppliers and Business Partners shall not support or engage in slavery or human trafficking in any part of its supply chain.

Blackbaud sets expectations for our Suppliers and Business Partners through our Code of Business Conduct and Ethics for Suppliers and Business Partners. If we determine a Supplier or Business Partner fails to meet the standards set forth in the Code of Business Conduct and Ethics for Suppliers and Business Partners, we may immediately terminate the business relationship.

Blackbaud is fully committed in its business practices to abide by the U.K. Modern Slavery Act of 2015 and the California Transparency in Supply Chains Act of 2010. This commitment extends to our suppliers and business partners in working towards the elimination of human trafficking and slavery from our supply chains. Obeying the law, both in letter and in spirit, is the foundation on which Blackbaud's ethical standards are built. All Suppliers and Business Partner's must respect and obey the laws and regulations of the cities, states, countries and other jurisdictions in which we operate.

Should Blackbaud develop knowledge of any unethical or illegal behavior by one of our Suppliers or Business Partners, Blackbaud will take steps to ensure that the situation is corrected. If the Supplier or Business Partner is unable, or unwilling to, make the appropriate corrections, Blackbaud will exercise its discretion to take disciplinary action, up to and including terminating the business relationship with the Supplier or Business Partner.

Communities

As part of striving to reach our higher purpose, Blackbaud engages with its stakeholders in the communities it serves to identify and understand the salient issues that impact our business practices, including with respect to human rights. Salient issues identified by Blackbaud include respecting the rights of our customers and website visitors with regards to data privacy and protection of personal information.

Blackbaud, as a member of the UN Global Compact and Initiative, also recognizes additional salient issues such as the right to work free of discrimination and harassment; the right to earn a fair wage; the right to collective bargaining and freedom of expression, and the right to work in a safe and healthy environment, as well as all of the other principles enumerated in the compact.

A key component of this policy is for Blackbaud to constantly reassess and review our commitment to human rights, to identify risks, and to ensure that we are continuing to improve our practices both internally and with our stakeholders. Our commitment to protecting human rights wherever we do business is detailed in our various policies including our company-wide Code of Business Conduct and Ethics of Blackbaud, the Blackbaud Code of Business Conduct and Ethics for Suppliers and Business

Partners, and our support for the principles contained in the UN Global Compact and Guiding Principles on Business and Human Rights.

Blackbaud will continue to engage with its stakeholders to refine our business practices to reflect our commitment to human rights and “to help good take over the world.”

Training and Review

At Blackbaud, we uphold the highest governance and ethical standards and pledge to maintain a fair and healthy work environment along with upholding integrity in the workplace and marketplace. Every Blackbaud employee must complete annual training on the *Blackbaud Code of Business Conduct and Ethics* which consists of reading, understanding, and affirming compliance with that code. Included in that annual training is a review of this Human Rights Policy along with other relevant topics.

Blackbaud reviews this Human Rights Policy periodically to reflect new developments and best practices among our peers. This Policy is approved by our ESG Steering Team Committee and reviewed by our Nominating and Corporate Governance Committee, which is responsible for overseeing and periodically reviewing Blackbaud’s environmental, social and governance activities and programs.