

1. Introduction

At Fiverr International Ltd. (“**Fiverr**” or the “**Company**”), we believe that we play an important role in defining the future of work. We know that our employees, our values, and the culture we foster are crucial drivers for the success of our business. We strive to attract, develop, and retain a highly qualified workforce as we view our people as our most valuable asset, and our future success is a direct result and advancement of our people.

The key to our past and future success is promoting a workforce culture that embraces integrity, honesty, and transparency with everyone we interact with, as well as fostering a trusting and respecting environment that encourages changes that push Fiverr forward in an innovative and positive way. We believe that diversity management benefits individuals, teams, our company as a whole, and our users.

Our company is diverse in many dimensions. Our diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, thinking styles, experience, and education. We believe that the wide array of perspectives that results from such diversity promotes innovation and business success. Managing diversity makes us more creative, flexible, productive and competitive.

2. Supporting our Diverse Workforce

At Fiverr, we recognise a diverse workforce as a key competitive advantage. Our business success is a reflection of the quality and skill of our people. We are committed to seeking out and retaining the finest human talent to ensure top business growth and performance.

As a global player, Fiverr recruits people from all around the globe. We believe that our employees from many different cultural, linguistic and national backgrounds provide us with valuable knowledge for understanding complex international markets.

Fiverr is proud and committed to providing equal opportunity employment to all individuals regardless of race, color, religion, sex, sexual orientation, citizenship, national origin, disability, veteran status, or any other characteristic protected by law. In addition, Fiverr will provide accommodation to individuals with disabilities or a special need.

We are also committed that team members in similar positions and experience are paid the same amount regardless of their gender.

While monitoring base-level diversity statistics is an integral part of any diversity strategy, Fiverr seeks to go further and create a culture of belonging for each member of our team. We strive to provide a working environment in which every employee feels included and empowered to speak on topics important to them. We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work. We value such diversity at all levels of the company in all that we do. To achieve this, Fiverr employs several initiatives and strategies to help engage with our team members to ensure they feel included, comfortable, and empowered.

3. Anti-Discrimination and Harassment

Fiverr believes in treating all people with respect and dignity. We strive to create and foster a supportive and understanding environment in which all individuals realize their maximum potential within the company, regardless of their differences.

The Company is committed to providing a workplace free of discrimination and harassment of any kind, and specifically based on race, color, religion, age, gender, national origin, ancestry, sexual orientation, disability, veteran status, or any other basis prohibited by applicable law.

Examples include derogatory comments based on a person's protected class and sexual harassment and unwelcome sexual advances. Similarly, offensive or hostile working conditions created by such harassment or discrimination will not be tolerated.

4. Promoting Diversity Globally

Fiverr exists to democratize access to talent and to provide talent with access to opportunities so anyone can grow their business, brand, or dreams. The nature of the Fiverr platform, as a digital-first, global marketplace that connects freelancers and businesses for digital services, puts the focus on quality of work, skill and talent, while reducing the barriers traditionally associated with location, gender, race or physical condition. As such, we create a level playing field for anyone to promote their talent and earn money by doing what they love to do. Fiverr is uniquely positioned as a platform to create equal opportunities for people with disabilities to express and monetize their talent and skills.

5. Oversight and Reporting

Our Chief Human Resources Officer has oversight over Fiverr's DEI practices.

If a Fiverr employee or any third party has a question about any aspect of this policy, or is unsure if a certain action will constitute a breach of this policy, we encourage them to bring it to the attention of their direct manager or contact our legal team.

In addition, Fiverr's employees and any third party are encouraged to promptly report any violations of laws, rules, regulations or policies, or any other unethical behavior with respect to this policy by any director, officer, employee, or anyone acting on behalf of Fiverr through our [whistleblower hotline](#). Reports may be made anonymously.

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