



CODE OF CONDUCT



Preface: Our Samsara values

Our Samsara values inform how we operate on a day-to-day basis, both inside and outside of the office.

To live our values, we constantly think about our decisions and how they impact the success of the organization now and in the future. We are always aware that we represent Samsara and we are intentional about our actions.

Our Code of Conduct (“Code”) provides guidelines and directives on the behavior we expect from our employees¹. Samsara expects employees to use good judgment and adhere to high ethical standards. By acting in accordance with this Code, you will help us build an inclusive and collaborative environment that will set Samsara up for success now and in the future.

Please direct any questions about this Code or how it applies to situations you encounter to corporate-compliance@samsara.com, who may consult with Samsara’s outside legal counsel or Samsara’s Board of Directors, as appropriate.



Focus on customer success



Build for the long term



Adopt a growth mindset



Be inclusive



Win as a team

¹ Samsara also requires individuals who provide services to Samsara, including contractors and contingent or temporary workers, to abide by this Code of Conduct. The Company may discontinue business services for violations of this policy.

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01. Respect others

At Samsara, we are committed to hiring individuals with high integrity and who treat others with dignity and respect. All employees are entitled to work in an environment that is free of harassment, bullying, discrimination, and retaliation. This applies to employee interactions in the office, during remote work, and after-hours or at off-site events. Examples of such misconduct include:

- Harassment, including sexually harassing, discriminating against, intimidating, retaliating against, or bullying employees, customers, or others.
- Threatening or harming the safety or well-being of Samsara, its employees, customers, or property - or failing to report any of these events to Samsara.
- Verbal or physical altercations, violence, or threat of violence
- Insubordination
- Misusing or destroying Samsara property or the property of anyone who does business with Samsara

Samsara will investigate all reported instances (including those that occur online) of behavior that potentially violate this Section, any other part of our Code, our policies, or the law, or that is otherwise not aligned with a culture of respecting others, and we will take action when appropriate.

02. Inclusion & belonging



Who belongs at Samsara?

In a word—everyone. Samsara is committed to building an environment where dedicated people from a diverse range of communities and backgrounds feel welcome. We depend on the unique approaches of our team members to help us solve complex problems. We know that creating an inclusive environment is key to reaping those benefits.

Inclusion at work

Samsara welcomes all employees no matter their race, color, religion, sex, national origin, sexual orientation, age, disability, gender identity/expression, or veteran status. We are committed to creating a safe environment for all employees and have a zero tolerance policy for discrimination of any kind.

At Samsara, we encourage employees to embrace their most authentic selves. Whether it's sharing their gender identity or expression, disability, veteran status, or any other unique traits, employees can expect full support from management and the People team. Employees have the right to be addressed by the name and pronouns of their choice – including in company records where possible – and we offer gender-neutral restrooms in our offices. For additional resources and support, employees are encouraged to reach out to our Employee Resource Groups.

Working together

We understand that none of us are perfect. All of us, regardless of our backgrounds, may fail to live up to our very high standards from time to time. If someone approaches you to communicate that your actions (consciously or otherwise) made someone feel uncomfortable, refrain from being defensive. Remember that if someone tells you this, it likely took a great deal of courage for them to do so. The best way to respect your coworkers in this situation is to listen, acknowledge your mistake, apologize, and move on—with a renewed commitment to do better.

03. Reporting & whistleblower policy



We value the help of employees who identify potential problems that Samsara needs to address. Employees must report actual or suspected violations of our Code and policies, illegal activity, or inappropriate behavior to the People team, Leadership Team, or anonymously through the [Samsara Reporting and Feedback Hotline](#). Please see Samsara's Whistleblower Policy for full details on how to report.

Samsara will investigate all reported instances of behavior that may violate our Code, our policies, or the law, or that is otherwise not aligned with our inclusive culture. Appropriate action will be taken based on the results of an investigation. Unless required by law or instructed otherwise by Samsara's Legal or People teams, employees are expected to keep information about the existence or details of an investigation confidential.

Examples of such misconduct include:

- Interfering with the work performance of others
- Verbal and physical altercations with other employees or non-employees
- Making your coworkers feel uncomfortable or unwelcome
- Violating Samsara's Workplace Drug, Alcohol & Smoking Policy by possessing, using, being under the influence of, manufacturing, dispensing, or distributing illegal or controlled substances – or inappropriately or excessively using alcohol – while on Samsara property, at Samsara events, or conducting Samsara business
- Unapproved absence, tardiness, or time off work
- Sleeping on the job or leaving your work location/work site without authorization
- Violation of safety or health rules
- Possessing a firearm or other dangerous weapon or materials on Samsara property or while conducting Samsara business, or committing any act of violence or making threats of violence
- Violating Samsara's Conflicts of Interest Policy

- Facilitating criminal tax evasion by anyone performing services for Samsara, as described in Samsara's Corporate Criminal Offence Policy
- Gambling on Samsara premises or while conducting Samsara business
- Theft, embezzlement, bribery, or fraud
- Misusing or mishandling employee, customer, or other personal information in violation of our privacy and other policies and applicable data protection laws
- Falsifying or altering Samsara records, including customer information, an application for employment, or time records
- Disclosing or using confidential or proprietary information without authorization, including product, technical, or pricing information
- Misusing company funds for personal or non-business related expenses

The Code of Conduct and other Company policies are not intended to prohibit or infringe on employee rights to discuss working conditions or engage in protected concerted activity under applicable laws, including the National Labor Relations Act, or to interfere with employee's rights to provide information to, or participate or assist in, a governmental proceeding or investigation where required by law.

Whistleblower policy

Samsara will not retaliate against a whistleblower and will provide protection to a whistleblower in accordance with applicable laws. This includes, but is not limited to, protection from retaliation in the form of an adverse employment action such as termination, compensation decreases, poor work assignments, or threats of physical harm. Any whistleblower who believes they are being retaliated against should immediately report such conduct to the People team, or anonymously through the [Samsara Reporting and Feedback Hotline](#). A whistleblower's right to protection against retaliation does not include immunity for personal wrongdoing that is alleged and investigated.

04. Protect Samsara's assets



Samsara provides employees access to information, facilities, and equipment that enable them to perform their job duties. As such, all employees should treat Samsara's property, whether material or intangible, with respect and care and in compliance with our Code, policies, and the law. This applies to Samsara's equipment, intellectual property, facilities, network, and data. Employees should also use good judgment when using Samsara's assets for personal matters. Samsara permits reasonable personal use of Samsara-owned equipment, but employees should be aware that all electronic information and equipment remain the sole property of Samsara.

- **Samsara Equipment:** Employees should not misuse company equipment, devices, or tools, or use them frivolously. If you need any guidance on proper use, you can talk to the People team.
- **Samsara Intellectual Property:** Employees should respect Samsara's intellectual property in all forms, including our know-how, product designs, product specifications, trademarks, logos, copyrights, trade secrets, and patents, using them only to execute their job duties and with proper authorization as applicable. Please report any suspected misuses of our intellectual property to the Legal team, or anonymously through the [Samsara Reporting and Feedback Hotline](#). Employees should also respect the intellectual property of third parties, including open source, and seek guidance from our Legal team before utilizing them internally or in our products or services.
- **Samsara Facilities:** Employees should protect company facilities and other material property (e.g., company cars, products, assets, documents, computer equipment, and phones) from damage, theft, misuse, and vandalism. Please report any suspected misuses of our facilities to the Workplace team, or anonymously through the [Samsara Reporting and Feedback Hotline](#).
- **Samsara Network:** Employees should further protect Samsara's electronic facilities (including our network and hardware devices using our network) and follow all of our security and other policies when using our network. Please report any suspected misuse of our network and suspected network security compromises (e.g., lost computer or phone or compromised password) to the Security team. Samsara may monitor, record, access, and internally and externally disclose any and all employee conduct (including through video and other security monitoring and

network use monitoring) and documents and communications in all forms (including email, voicemail, instant messages, texts, and electronic files) performed or generated while on company premises or using company physical or electronic facilities, resources, systems, or equipment where there is a business need to do so, including to protect employees, customers, and guests, maintain security of property, investigate potential misconduct, and comply with our legal obligations. Be advised that your company-issued laptop belongs to Samsara and any data or information on it will be treated as such.

- **Samsara Data and Customer Data:** Employees should protect all Samsara data and customer data from unauthorized disclosure and misuse, including by ensuring that personal information of employees and customers is collected, stored, and used in accordance with Samsara's privacy policies, security policies, data policies, and applicable laws and regulations. If you need any guidance on proper use, please reach out to the Legal team.
- **Maintaining and Managing Records:** Samsara is required by applicable laws and regulations to retain certain records and to follow specific guidelines in managing its records. Civil and criminal penalties for failure to comply with such guidelines can be severe. Samsara requires employees to cooperate with any request made by the Legal team to preserve or produce any documents, records, information, devices, computers, hardware, cell phones, or other media. The Legal team will notify employees if a legal hold is placed on records for which employees are responsible. A legal hold suspends all document destruction procedures in order to preserve appropriate records under special circumstances, such as litigation or government investigations. The Legal team determines and identifies what types of records or documents are required to be placed under a legal hold. If a legal hold is placed on records for which employees are responsible, employees must preserve and protect the necessary records in accordance with instructions from the Legal team. Records or supporting documents that are subject to a legal hold must not be destroyed, altered, or modified under any circumstance. A legal hold remains effective until it is officially released in writing by the Legal team. If an employee is unsure whether a document has been placed under a legal hold, they should preserve and protect that document while they check with the Legal team.

All employees must abide by Samsara's Privacy Notice for Employees, Contractors, and Workers.

05. Avoid conflicts of interest



You must abide by Samsara's Conflicts of Interest Policy. As a Samsara employee, you must always operate with the company in mind, and do what is best for Samsara and its customers. Employees are prohibited from engaging in activities that present, or could appear to present, a potential or actual conflict of interest between their personal interests and Samsara's interest. You should communicate any potential conflicts of interest to the Legal team as soon as they become apparent. Doing so is good for the company and helps employees avoid difficult situations down the road.

Examples of actual and/or potential conflicts of interest include:

- Personal investments
- Outside employment, advisory roles, board seats, consulting engagements, and starting your own business or venture fund
- Business opportunities found through work
- Inventions
- Personal relationships at work
- Offering or accepting gifts, entertainment, or other business courtesies that violate Samsara's Gift, FCPA, and Anti-Bribery Policy
- Use of Samsara products, services & assets
- Side agreements

Ask yourself these questions if you are uncertain about whether something may be a potential conflict of interest:

- 01.** Could this create an incentive, or perceived incentive, for myself, my friends, my family, or an associated business at the expense of Samsara?
- 02.** Could this harm Samsara's reputation or my position within the Company?
- 03.** Would I or Samsara be embarrassed if my action or relationship were publicly known?
- 04.** Am I taking on a financial or personal interest that may later compete with Samsara's interests?

If the answer to any of these questions is yes, then the situation is likely to cause a conflict of interest and should be avoided. If you are aware of any conflicts of interest, you are required to report them to Samsara by reaching out to conflicts@samsara.com or the [Samsara Reporting and Feedback Hotline](#).



06. Protect and preserve confidentiality

Samsara's confidential information and the confidential information of our customers and partners must be safeguarded.

Transparency is a tenet of Samsara's core value to "Build for the Long Term." At Samsara, we value transparency which means we share confidential information internally on a regular basis. Confidential information includes product, services, financial, pricing, accounting, legal, investor, equity, strategy, customer, business partner, vendor, competitor, employee, director, officer, consultant, and contractor information that is relevant to our business.

All employees have an obligation to ensure that confidential information is not disclosed without authorization, including on social media. Employees must review and comply with our External Communications Policy. Employees may contact the Legal team for assistance with getting nondisclosure or similar agreements in place as appropriate on a need-to-know basis.

Employees' confidentiality obligations also extend to the information of Samsara's customers and partners. We want to treat any customer or partner's confidential information with the same care that we would use to safeguard our own confidential information. Employees must review and abide by our Customer Data Access and Sharing Policy.

Employees must also respect the confidential information of third parties at all times and must not use such information unless authorized by such third party to do so for the specific desired purpose. If you believe you may have confidential information of a Samsara competitor, you should contact the Legal team.

Your obligation to protect Samsara's confidential information does not end when you leave the company. Any questions about confidential information should be directed to the Legal team.

07. Fair dealing

Samsara does not seek competitive advantages through illegal or unethical business practices. Each employee should deal fairly with Samsara's customers, service providers, suppliers, competitors, business partners, and employees. No employee should take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, offering or accepting gifts or business courtesies that violate Samsara's Gift, FCPA, and Anti-Bribery Policy, or any unfair dealing practice.



08. Financial reports, books and records, and disclosures

To ensure full, fair, accurate, timely, and understandable disclosure in reports and documents that Samsara files with government agencies or releases to the general public, employees must report accurate and complete financial information within their respective areas and notify management of material information in a timely manner.



Each employee involved in Samsara's disclosure process must familiarize themselves with the disclosure requirements applicable to Samsara and the business and financial operations of Samsara, and must not knowingly misrepresent, or cause others to misrepresent, facts about Samsara to others, whether within or outside Samsara, including to Samsara's independent auditors, government regulators, and self-regulatory organizations.

Employees must maintain Samsara's books, records, accounts, and financial statements in reasonable detail, and reflect their substance accurately, fairly and completely. Furthermore, employees must ensure that all books, records, accounts, and financial statements conform both to applicable legal requirements and to Samsara's system of internal controls. Employees must carefully and properly account for all assets of Samsara. Employees may not establish any undisclosed

or unrecorded account or fund for any purpose. Employees shall not make any false or misleading entries in Samsara's books or records for any reason, or disburse any corporate funds or other corporate property without adequate supporting documentation and authorization. Employees shall not misclassify transactions related to accounts, business units, or accounting periods. Each employee bears responsibility for ensuring that they are not party to a false or misleading accounting entry.

09. Disciplinary action

Samsara may take disciplinary action against employees who fail to follow our Code, our policies, applicable law, and/or fulfill their employment duties. Repeated or severe violations of this Code, our policies, applicable law, and/or your employment duties can and will be addressed. In addition, violations of some provisions of this Code are illegal and may subject employees to civil and criminal liability. Potential consequences may include:

- Demotion
- Transfer to a different location, position, or group
- Reprimand
- Termination
- Reduction of compensation or benefits
- Legal action in cases of corruption, theft, embezzlement, or other unlawful behavior
- Training

10. Waivers of this code

Any amendment or waiver of any provision of this Code must be approved in writing by Samsara's Board of Directors or, if appropriate, its delegate(s), and promptly disclosed pursuant to applicable laws and regulations. Any waiver or modification of this Code for the principal executive officer, principal financial officer, principal accounting officer, controller, or any other persons performing similar functions at Samsara will be promptly disclosed if required.

11. Amendment

Samsara reserves the right to amend this Code at any time, for any reason, subject to applicable laws, rules, and regulations.

12. Acknowledgment

All employees must acknowledge upon hire and re-confirm annually that they have read this Code and Samsara's company policies (listed in Exhibit A to the Code) and that they understand and agree to comply with their provisions. Failure to read this Code or to sign an acknowledgment form does not excuse any person from the terms of this Code.

13. Exhibit A: company policies²

01. Global Preventing Workplace Harassment Policy
02. Customer Data Access and Sharing Policy
03. Privacy Notice for Employees, Contractors, and Workers
04. Gift, FCPA, and Anti-Bribery Policy
05. Conflicts of Interest Policy
06. External Communications Policy
07. Whistleblower Policy
08. Workplace Drug, Alcohol & Smoking Policy
09. Corporate Criminal Offence Policy
10. Global Travel & Expense Policy
11. Insider Trading Policy
12. Acceptable Use Policy
13. Side Agreement Policy
14. Customer and Partner Interactions & Escalation Policy

² The policies listed here are those that are cited in the Samsara Code of Conduct or that otherwise govern every Samsara employee's conduct with others. Other company policies exist for different circumstances and departments, many of which are available on the Samsara intranet.