



2023

Environmental, social, and governance report



Identity focused: Welcome to SailPoint

SailPoint is a leader in unified identity security for enterprises. We believe enterprise security starts and ends with identities. Our customers include many of the world's largest and most complex organizations, including commercial enterprises, financial institutions, and governments. We offer both SaaS and software solutions and help customers enable their businesses with more agile and frictionless IT, streamline and accelerate the delivery of access to their businesses, enhance their security posture, and better meet compliance and regulatory requirements.



*As of July 31, 2024.

Integrity driven: Operating toward our mission

SailPoint’s mission is to equip every enterprise to seamlessly manage and secure access to applications and data through the lens of identity – at speed and scale. Environmental, Social, and Governance (“ESG”) efforts are weaved into the fabric of this mission and reflected in our core values, the Four I’s:



Innovation

Developing creative solutions to real customer challenges. Our solutions deliver unique, compelling value to our customers and partners. That innovation begins behind-the-scenes with a culture that encourages and empowers employees to think creatively, pursue continuous learning, and adapt quickly. A culture that encourages sustainability, social responsibility, and robust governance standards.



Integrity

Delivering on the commitments we make. We understand what is expected of us and work to ensure that we have the resources to meet or beat that expectation. Honesty and ethical decision-making are “table stakes” expectations for every single employee at SailPoint. Integrity is not only a critical component of our ESG practices, but also provides the foundation of trust that we enjoy with customers, partners, stakeholders, and each other.



Impact

Measuring and rewarding results, not activity. We believe effort should not be confused with progress. We ensure that every person in our company understands what success looks like and how to get there. Clear accountability and transparent, ever-improving processes demonstrate SailPoint’s genuine commitment to establishing ESG initiatives that are meaningful, measurable, and credible.



Individuals

Valuing every person at SailPoint. We believe that the single greatest asset of a software company is people. By prioritizing individual well-being and treating everyone in our company as a person, not a number, we create a work environment that is inclusive, equitable, fulfilling, and engaging. We believe this results in individuals that are passionate about driving sustainability and social responsibility initiatives – that then spreads across teams and departments to have a cumulative effect on SailPoint ESG initiatives.

Insights on ESG

Consistent with these core values, we recognize that we have a meaningful opportunity to provide value to our stakeholders. Using an ESG framework, we have built a program designed to maintain good governance practices and oversight, promote a safe, positive, and inclusive environment for all of our crew members to work in, invest in and support our communities, and minimize our impact on the environment.

This ESG Report provides detailed information about us and our efforts through December 31, 2023, unless otherwise stated. We take pride in the milestones we've reached in our commitment to sustainability and responsible business practices, and we eagerly anticipate further progress on our journey. The following are company priorities and programs that we view as most relevant to our stakeholders:

GOVERNANCE

Oversight and ethics

SailPoint's mission is to deliver solutions that are secure by design, aligned to industry standards and best practices, and adaptive to emerging threats. We maintain robust governance policies that help us comply with applicable laws, regulations, and best practices. We maintain the following policies:

- Corporate Code of Business Conduct and Ethics
- Policy for Employee Complaint Procedures for Accounting and Compliance Matters (Whistleblower)
- Anti-Corruption Policy
- Anti-Fraud Policy
- Information Security Policy
- Modern Slavery Statement
- ESG Policy
- Generative AI Policy
- Supplier Code of Conduct
- Partner Code of Conduct
- Crew Member Handbooks



GOVERNANCE

Data privacy

We seek to create a secure environment that protects the privacy, confidentiality, and integrity of our employees, customers, suppliers, and partners.

Compliance

We have offices and customers worldwide and strive to comply with global privacy laws and regulations.

- Comprehensive country-by-country global privacy compliance tracker and remediation plan
- Alignment with General Data Protection Regulation (GDPR)
- Prioritized Record of Processing Activities (ROPA), asset inventory, risk inventory, and data mapping

Controls

Our dedicated privacy team has adopted policies and procedures relating to data mapping, data subject rights, privacy risk assessments and legal controls.

- Data Protection Officer
- Information Security and Privacy Governance Committee, inclusive of internal stakeholders across the business
- Internal Privacy Impact Assessment (PIA) / Data Protection Impact Assessment (DPIA) Assessments
- Data Processing Agreements (DPA) with Standard Contractual Clauses (SCC)
- Data Transfer Impact Assessment (DTIA) statement available for customers

Communication

Timely and collaborative process on privacy, security, technology, and compliance initiatives and updates.

- Embedded privacy consent and prospect outreach compliance with Marketing and Sales teams
- System for electronic updates to customers regarding new sub-processors
- Customer-facing whitepapers and product FAQs, explaining privacy considerations in SailPoint solutions

Continuous improvement

Ongoing adaptation of policies, updates to procedures, and employee training on protection protocols to safeguard sensitive information.

- Every two weeks, live privacy training for all new hires
- Every year, annual all-company employee privacy training
- Ongoing, training and resources available to our employees on privacy practices relevant to their roles

GOVERNANCE

Cybersecurity

Compliance

Our mission is to deliver solutions that are secure by design, aligned to industry standards and best practices, and adaptive to emerging threats. In line with our mission, our program has achieved the following compliance certifications/standards:

- ISO/IEC 27001:2013
- ISO/IEC 27018:2019
- SOC 1 Type 2, SOC 2 Type 2, and SOC 3
- FedRAMP Moderate ATO
- IRAP PROTECTED

Controls

Our cybersecurity team proactively deploys strategies and controls that leverage people, processes, and technology to identify and mitigate risks and defend the enterprise and product offerings. We have adopted internal security policies, standards, and procedures to protect our infrastructure and data while complying with applicable security and privacy laws/regulations in each jurisdiction where we do business. We maintain a comprehensive toolset to safeguard our ecosystem with a dedicated product security team that helps protect our customers' supply chains.

ESG INSIGHT

SailPoint has been officially authorized as a CVE Numbering Authority (CNA) by the CVE Program. This designation empowers SailPoint to assign Common Vulnerabilities and Exposures (CVE) identifiers to vulnerabilities in software products and publish associated information. As a CNA, SailPoint plays a crucial role in bolstering cybersecurity efforts by efficiently identifying and managing vulnerabilities and enhancing overall digital security for organizations and users alike.



Communication

Our cybersecurity program has a comprehensive incident response plan that outlines the ability to quickly and transparently communicate information about security breaches impacting our SailPoint infrastructure and products. In addition to covering all stages—prepare, detect, analyze, respond, recover, and remediate—we mandate a post-mortem analysis to ensure that we’re constantly learning and evolving our practices to respond to all potential threats. Our relationships with external organizations such as the National Cybersecurity and Infrastructure Security Agency (CISA) and the Federal Bureau of Investigation (FBI) are also vital for open communications in case of a breach/incident.

Continuous Improvement

Our cybersecurity team has developed a strategic plan that is designed to address evolving risks, and we have an action plan to mitigate said risks on a continuous basis. Additionally, our cybersecurity team has a dedicated awareness and training program to promote awareness and encourage appropriate action by our employees to protect information and systems and enable individuals to fulfill their cybersecurity responsibilities at SailPoint. Dedicated training is also provided to members of the cybersecurity and engineering teams to ensure their security knowledge is kept up to date. Our cybersecurity team regularly reports to the Information Security Privacy and Governance Committee, which consists of representatives from various internal departments, and management also provides periodic cybersecurity program updates and reporting to the Cybersecurity Committee of our Board of Directors.

GOVERNANCE

Product responsibility and innovation

We prioritize responsible product development to help ensure ethical practices and data security. Our privacy team is often involved in new product and feature development to help ensure privacy is embedded in the architecture. As we strive for innovation in sustainability, social impact, accessibility, and inclusivity of products, we have been awarded for our commitment to customer data security measures and protection. As we thoughtfully expand our use of artificial intelligence, we work to improve our process by modifying protocols to include advances in artificial intelligence. Our commitment to innovation drives our efforts to pioneer solutions that address market needs while contributing to sustainability goals.

ESG INSIGHT

SailPoint's solutions have been recognized as best-in-class by industry experts, peers, and third parties, highlighting the strength and breadth of our solutions. Our clients recognize us as a 2023 Gartner Peer Insights™ Customers' Choice for Identity Governance and Administration, and KuppingerCole recognizes us as an Overall Leader for Identity Governance and Administration. Additionally, our platform and products have been recognized, including:

- 2024 Leader in KuppingerCole Leadership Compass for Identity Governance and Administration
- A Strong Performer in The Forrester Wave™: Workforce Identity Platforms, Q1 2024
- 2024 Frost & Sullivan Market Leadership Award Leader in Frost and Sullivan Radar on Workforce IAM
- [A 2023 Gartner Peer Insights™ Customers' Choice for Identity Governance and Administration](#)¹
- 2023 Leader in KuppingerCole Leadership Compass on CIEM
- 2023 Leader in KuppingerCole Leadership Compass for Access Control Tools for Multi-Vendor LOB Environments
- 2023 Leader in KuppingerCole Leadership Compass for Access Control Tools for SAP Environments
- 2023 Leader in KuppingerCole Leadership Compass for Access Governance
- SailPoint named a "Vendor who shaped the year" in the 2023 IDC Market Share report on IAM²

¹Gartner, Voice of the Customer for Identity Governance and Administration, Peer Contributors, 13 December 2023. Gartner® and Peer Insights™ are trademarks of Gartner, Inc. and/or its affiliates. All rights reserved. Gartner Peer Insights content consists of the opinions of individual end users based on their own experiences, and should not be construed as statements of fact, nor do they represent the views of Gartner or its affiliates. Gartner does not endorse any vendor, product or service depicted in this content nor makes any warranties, expressed or implied, with respect to this content, about its accuracy or completeness, including any warranties of merchantability or fitness for a particular purpose.

²Jay Bretzmann, "Worldwide Identity and Access Management Forecast, 2024–2028: When Is This Going to Get Easier?", Sep 26, 2024

GOVERNANCE

Supply chain accountability

Supplier engagement and responsible sourcing

SailPoint is committed to conducting business ethically, legally, and socially responsibly. SailPoint expects its suppliers, distributors, partners, and business associates to do the same. We maintain a Supplier Code of Conduct, which sets forth minimum requirements for suppliers to do business with SailPoint and comprises an important component of supplier selection and evaluation. Suppliers must comply with all applicable laws and regulations. Additionally, our procurement team requires potential vendors to complete a due diligence questionnaire, to ensure we contract with reputable third parties. Simply put, suppliers are expected to follow SailPoint's general philosophy to "do the right thing."

Human rights and labor practices in the supply chain

We strive to adhere to recognized principles and standards to treat employees with dignity and respect, and we expect our suppliers to do the same.

- We do not tolerate slavery, forced labor, or human trafficking in any form. We require suppliers to fully comply with the applicable legal requirements of slavery, forced labor, and human trafficking laws (for example, UK Modern Slavery Act 2015), and we expect suppliers to enact practices to ensure compliance with such laws.
- We do not tolerate child labor in any form, and we expect our suppliers to comply with all laws regulating the minimum working age for each position, including any laws pertaining to the employment, apprenticeships, and internships of youths and students.
- We do not tolerate human rights violations in any form and expect our suppliers to enact practices to maintain a respectful and safe workplace.
- We expect our suppliers to comply with all applicable local wage and labor laws and ensure that their employees' working hours do not exceed the maximum set by the applicable national law.
- We expect our suppliers to be committed to an open and constructive dialogue with their employees and workers' representatives, and in accordance with local laws, to respect the rights of their employees to associate freely, join labor unions, seek representation, join work councils, and engage in collective bargaining.

SOCIAL**

Life at SailPoint

People are our most important asset. We value each individual and believe everyone should be treated respectfully, no matter their background, culture, ability, age, ethnicity, gender identification, race, sexual orientation, religious belief, or veteran status. We have a committee of passionate crew members from around the world who drive initiatives that foster a welcoming, respectful, multicultural workplace, and celebrate the unique interests and contributions of all individuals.

We try to ensure everyone has what they need to thrive by:

- Providing workplace accommodations;
- Ensuring our employee communications are accessible;
- Shifting toward a distributed talent model that facilitates global hiring, broadening our talent pool;
- Partnering with organizations that support our communities; and
- Working with organizations committed to supporting veterans and caregivers who are returning to the workforce.

We strive to foster a work environment and culture that helps enable all of our employees to achieve and contribute, and we put that philosophy into action by:

- Helping managers strengthen their coaching skills to develop team members;
- Conducting pay equity reviews during our annual merit and equity planning process; and
- Providing training to help crew members develop their skills and take ownership of their career.

ESG INSIGHT

SailPoint's Launch program grows tech talent and equips those who are new to the workforce with the information and skills to be successful in their roles.

**Social section updated as of April 1, 2025.

SOCIAL

Benefits and training

We strive to attract and retain top talent by offering a competitive compensation and benefits package, which includes competitive base salaries, comprehensive health, welfare, income protection, and long-term savings benefits, and incentive equity compensation and incentive cash plans for eligible crew members. Our headquarters and other office locations are equipped with fitness centers and ergonomic standing desks, and we accommodate flexible work arrangements, which helps us maximize productivity.

Our leaders undergo specific training to ensure they are leading their teams with our values at the forefront of their decisions. Our annual performance review process allows team members to engage in meaningful discussions about their performance and development goals with their managers. Additionally, our managers assess the growth potential of each team member through a standardized evaluation process, which provides actionable outputs to help develop and retain our high-potential employees. We also enable our team with regular interactive sessions covering various topics, including physical, emotional and financial wellness, local volunteering opportunities, and best practices to use our latest technologies to excel in a hybrid environment. Through these and other training efforts, we support the development of our crew members in a way that promotes our growth and innovation.



SOCIAL

Safety and wellbeing

Our health and safety policy is proactive in maintaining a work environment that protects the health and safety of crew members, customers, contractors, and the public. Our goal is to prevent injuries and illness. Our objectives for maintaining a healthy and safe work environment are as follows:

- Comply with all federal, state, and local laws and regulations governing safety, health, and environmental protection;
- Design operations to minimize environmental and health impacts and provide a workplace focused on preventing safety and health hazards;
- Train all crew members on safety requirements and hold all accountable for safety in their performance; and
- Monitor, evaluate, and report safety, health, and environmental concerns.

Beyond physical safety, we continue to look for ways to support crew members' emotional well-being. We offer an Employee Assistance Program, which provides confidential services to crew members seeking mental or emotional support. We strive to help crew members feel engaged and heard in meetings, whether participants collaborate together in an office, remotely, or in a combination of settings.

SOCIAL

Engagement, satisfaction, and recognition

We encourage our employees to join resource groups that help our crew members engage with and support one another. Our employees are also encouraged to volunteer independently and/or get involved with our community impact projects.

Our people are our greatest asset. We recognize that each crew member’s unique characteristics and talents make us the company we are today. We think team member engagement is critical to maintaining a positive culture, and our annual team member engagement survey helps us evaluate our efforts in light of our core principles. In each of the past three years, employee participation exceeded 75% and overall team member satisfaction exceeded 82%.

SailPoint has consistently earned recognition as a top workplace, receiving “best place to work” recognitions from esteemed organizations such as Austin Business Journal, Fortune, and Glassdoor over the last 10 years. SailPoint’s commitment to fostering an exceptional workplace culture was acknowledged by Fortune, earning placements on their “Best Workplaces in Texas,” “Best Workplaces for Millennials,” and “Best Workplaces in Technology” lists, along with being recognized as a “Best Workplace for Parents.” And in 2024, SailPoint was honored to be featured on BuiltIn’s prestigious “Best Places to Work” list.



SOCIAL

Community impact

We believe in the importance of corporate social responsibility (CSR) initiatives, and our employees are passionate about philanthropy and giving back to our communities to make a significant social impact. Some recent examples of our social impact investments and philanthropy where employees were involved include:

- SailPoint Gives Back (SGB) foundation: Initially seeded by SailPoint's CEO and founder, Mark McClain, to drive ongoing, meaningful financial support to our communities;
- #SailPointCares: A formal volunteering program for remote employees. Crew members in cities worldwide get together to volunteer for causes that resonate most with their local communities; and
- #Sailanthropitch: An annual "Shark Tank" style giving event where SailPoint employees hear pitches from philanthropic organizations and vote to donate to their favorite charity/pitch.

We engage in several community engagement projects and partnerships, including:

- DOD SkillBridge: Empowering returning service members to participate in career job training opportunities; and
- Path Forward: Increasing economic opportunities for parents and other caregivers restarting their careers later in life.

ENVIRONMENTAL

Sustainability

We strive to minimize our environmental impact and make responsible environmental practices part of our company culture. Where possible, we focus on these three areas:

Energy efficiency

- Conservation: Turning off monitors overnight, reducing lighting in hallways and offices, and using LED bulbs
- Technology: Choosing environmentally friendly, energy-efficient equipment when making purchases
- Certification: Locating our headquarters in a LEED-certified facility that features smart materials and intelligent design for energy efficiency, water conservation, improved indoor air quality, and waste reduction

Recycling

- Materials: Reusing and recycling wherever possible, including purchasing recycled materials
- Recycling: Making bins available for batteries, aluminum, plastic, and paper recycling
- Responsibility: Disposing of toner cartridges, computer equipment, and cell phones in the most environmentally sound way possible

Resource efficiency

- Coworking: Prioritizing coworking spaces in place of traditional offices, allowing for reduced financial and environmental costs of energy consumption
- Telecommuting: Allowing and encouraging employees to work from home, preventing pollution and other ill effects of commuting
- Teleconferencing: Conducting meetings via web or teleconferencing whenever possible to reduce unnecessary travel
- Utilization: Emphasizing efficient use of space, which helps us lower electricity and heating needs for our offices
- Documentation: Distributing product documentation electronically and using duplex printing on copies and printers to reduce our paper consumption

As we explore new strategies that are important to our stakeholders, we will continue to strive to monitor emerging local and global sustainability rules and regulations.

Important Information

This 2023 ESG Report (this “Report”) contains certain forward-looking statements with respect to, among other things, SailPoint’s ESG goals, commitments, incentives, and initiatives. The inclusion of these forward-looking statements should not be regarded as representations by SailPoint, or any other person, that the future goals, commitments, strategies, or initiatives set by SailPoint will be achieved. These forward-looking statements are subject to a number of risks, uncertainties, and assumptions, and accordingly, there are, or will be, important factors that cause our actual results to differ materially from those indicated in these statements, and there is no assurance that SailPoint will realize any of its ESG goals, commitments, incentives, and initiatives or that they will result in the consequences or affect SailPoint in the way we expect. SailPoint undertakes no obligation to update or revise any forward-looking statements as a result of new information, future events, or otherwise, except as required by law.

Terms such as “ESG,” “impact,” and “sustainability” can be subjective in nature and may not reflect the beliefs or values, policies, principles, frameworks, or preferred practices of any particular stakeholder, third party, or broader market or industry trends. Any ESG goals, commitments, strategies, and initiatives outlined in this Report are, unless explicitly stated otherwise in this Report, purely voluntary and are not binding on our business and/or management. Statistics and metrics relating to ESG matters are estimates and may be based on assumptions or developing standards.

Any awards and designations presented herein are the opinion of the respective parties conferring the award or designation and not of SailPoint. The full extent of the scope of companies and data included in the related awards or assessments is unknown. SailPoint may have paid a fee to participate in certain of the awards or assessments. The receipt of compensation influences, and is likely to present a potential material conflict of interest, relating to any granted award or designation. There can be no assurance that other providers or surveys would reach the same conclusions.

No part of this Report shall be taken to constitute an offer or solicitation to invest in SailPoint.



About SailPoint

SailPoint equips the modern enterprise to seamlessly manage and secure access to applications and data through the lens of identity – at speed and scale. As a category leader, we continuously reinvent identity security as the foundation of the secure enterprise. SailPoint delivers a unified, intelligent, extensible platform built to defend against today's dynamic, identity-centric cyber threats while enhancing productivity and efficiency. SailPoint helps many of the world's most complex, sophisticated enterprises create a secure technology ecosystem that fuels business transformation.