



GitLab

Fiscal Year 2023 (FY23) Environmental, Social, and Governance Highlights

Message from our Chief Executive Officer

Welcome to GitLab's inaugural Environmental, Social, and Governance (ESG) report. ESG has been an integral part of GitLab's business and culture, even before we explicitly used the term "ESG." Our approach to ESG aligns with our Values. This can be seen in the management and oversight of our business and in the way we have managed risks and opportunities related to our team and wider community. It is also evident in our customer-centric approach, our all-remote philosophy, the development of our products, and our being an intentional force for good.

GitLab has been a remote workplace since day one. That means we work to eliminate geographical constraints by relying on our scalable employment solution when it comes to recruiting our team members. We focus on skills, experience, enthusiasm, energy, and ability to get the job done well. This has proven to be a win-win, opening doors for us at GitLab and for those who want to work with us. Building an all-remote company is just one example of how we've authentically incorporated ESG principles into our structure and operations. For us, the intentional investments we've made in ESG have been a natural extension of how we started.

Without it being formalized, ESG was already part of our core purpose to help people increase their lifetime earnings through access to opportunities and the DevSecOps platform. That said, we are excited to invest more in this area. This report offers ESG information and data in a single location in an effort to enhance our transparency and clarity.

In 2022, we completed our first [materiality assessment](#) in which we engaged with internal and external stakeholders to understand where we should prioritize our ESG efforts. Our materiality assessment uncovered the six ESG topics we will focus on to optimize results. We have since formalized our ESG program, identified areas of opportunity, and established a strategy to address and manage the key [ESG Report](#). This report dives into each of those key ESG priorities and shares how we've taken action.

We look forward to building on our efforts to date and continuing to share progress with our stakeholders.

Thank you,



Sid Sijbrandij

GitLab Co-Founder and Chief Executive Officer



Introduction

This document serves as a summary of ESG practices at GitLab in fiscal year 2023. The full FY23 ESG Report and the six ESG priorities (information security and data privacy, diversity and inclusion, talent and engagement, responsible product development, greenhouse gas (GHG) emissions, and business ethics) are available [here](#), in The GitLab Handbook ("Handbook"). The Handbook is the central repository for how we run the company. As part of our Transparency value, the Handbook is open to the world and has detailed information about GitLab, our values, mission, operations, ESG practices, and much more. Within this document, references, and links to the Handbook will provide additional information.

Handbook Links

- [GitLab Handbook](#)
- [FY23 ESG Report](#)
- [ESG Team](#)

GitLab's [mission](#) to make it so that everyone can contribute extends to our team members who are empowered to make an impact across the company. While our mission drives GitLab, we believe that our [values](#) and work [culture](#) are what make us successful. We believe that when team members seek feedback from a diverse group of peers and leaders, inside and outside of their group or function, it leads to better decisions and a greater sense of belonging. We work to make everyone feel welcome and to increase the participation of underrepresented groups in our community and company.

Team Members

We're a team of helpful, passionate people who want to see each other, GitLab, and the broader GitLab community succeed. [We care](#) about what our team members achieve: the code shipped, the user who was made happy, and the team member who was helped.

Our entire workforce is remote, allowing people of all backgrounds and abilities to join the team. As GitLab has grown, we've learned a lot about what it takes to build and manage a fully remote team and we share what we have learned and our practices with our [Guide to All Remote](#).

[Diversity, Inclusion, and Belonging](#) (DIB) is fundamental to the success of GitLab and as such, is one of our core values. We incorporate the value of Diversity, Inclusion, and Belonging into all that we do – it's not just an aspect of GitLab, it is GitLab. We are firm believers in promoting a work culture where people can be their full selves and contribute to the best of their abilities. When people bring their authentic selves and feel welcome, they embrace our values to contribute and collaborate.

Handbook Links

- [Guide to All Remote](#)
- [GitLab Culture and Values](#)
- [Diversity, Inclusion, and Belonging](#)
 - [People Success Performance Indicators](#)
 - [Team Member Identity Data](#)
 - [Team Member Resource Groups \(TMRGs\)](#)
 - [DIB Leadership Council](#)
 - [Executive Sponsorship](#)
- [GitLab Team Member Benefits](#)
- [Team Member Relations Philosophy](#)
- [Learning and Development](#)

Our [Team Member Resource Groups](#) (TMRGs) are voluntary, team member-led groups focused on fostering diversity, inclusion, and belonging. Prior to FY23, GitLab had eight TMRGs and in FY23 we established two new TMRGs, the Caregiving TMRG and the Global Voices TMRG.

GitLab Community

From the beginning, GitLab has been an [open source project](#) made possible by contributions from the [community](#). Our active worldwide community has been fundamental to the transparency of GitLab helping to build trust in the product, as decisions, changes, and the overall direction of the open source project are open for everyone to see.

Our work with the wider community goes beyond code and can include blog posts, documentation, discussions on forums/social media, meetups, presentations, translations, collaboration on UX design, and more. The [Community Relations Team](#) works with our GitLab community to ensure that all receive support and recognition for contributing to GitLab.

We also support community programs aimed at organizations that align with our [values](#). We strive to help these organizations grow and thrive by putting GitLab's most powerful features in the hands of communities that may not otherwise have the means to access them. Each program is unique in its organization and execution; however, in general, community programs offer GitLab customers benefits such as:

- Complimentary subscriptions to GitLab Ultimate
- Direct lines of communication to GitLab team members
- Opportunities to partner with GitLab for presentations and events

GitLab community programs:

- The [GitLab for Education](#) program's mission is to facilitate and drive the adoption of GitLab at educational institutions around the globe and to build an engaged community of GitLab evangelists and contributors in the next generation of the workforce.
- The [GitLab for Open Source](#) program supports GitLab's mission to make the world a place where anyone can contribute. We help make GitLab the best place for open source projects to grow and thrive.
- The [GitLab for Startups](#) program launched early in 2023 and helps qualifying startups get access to our top tiers for free or at a deep discount for up to two years.

As of January 2023, the GitLab for Education program has over 3 million seats of GitLab's top-tier subscription plan at over 1,000 educational institutions in more than 65 countries.

Handbook Links

- [Community Relations](#)
- [Community Programs](#)
- [Community Definition](#)

Social Impact

GitLab launched its first [Philanthropy Policy](#) in March 2023. This policy supports the launch of a formal corporate social impact program in 2023. The purpose of this program will be to support nonprofit organizations that align with the focus areas identified in our materiality assessment and to support team member efforts to get involved with community organizations.

In September 2022, the GitLab Foundation (the “Foundation”) launched with a mission to improve people’s lifetime earnings through access to opportunities, and a vision of a world in which one million more people can afford a better life. The Foundation was formed in part by GitLab as part of its [mission](#) to create a world in which everyone can contribute. GitLab leadership believed it was important to support organizations that could further this goal on a global scale. When GitLab [went public](#) in October 2021, it dedicated 1% of its shares to further this aim. This was influenced by the [Pledge 1% movement](#) which encourages companies and founders to set aside equity for social impact.

The Foundation is funded by GitLab and its CEO, Sytse ‘Sid’ Sijbrandij. The Foundation is an independent nonprofit entity, and its operations are autonomous from GitLab.

To learn more, visit the [GitLab Foundation](#).



Environment

Part of doing responsible business means minimizing our environmental footprint. In FY23, we partnered with [Watershed](#) to complete our first greenhouse gas (“GHG”) inventory. We will use the results of the inventory to better understand our key sources of emissions, set reduction goals using FY23 as a baseline, develop a reduction plan, and educate our fully remote team on how they can understand and reduce their GHG emissions at home. In FY23, GitLab’s net corporate emissions were 16,654 metric tons of CO₂e. The results of our first GHG inventory are available in the [Performance Data Table](#) and our third-party assurance letter is available [here](#).

As part of our commitment to iteration, GitLab began purchasing accredited carbon offsets in 2020, before we conducted our first GHG inventory. To date, we have offset 24,100 metric tons of CO₂, which is the equivalent of planting 13,621 trees or taking 5,239 passenger cars off the road for an entire year.¹



Handbook Links

- [FY23 ESG Report](#)
- [Performance Data Table](#)

¹ [GitLab Impact Report, Pachama](#). Data as of June 2023

Governance

GitLab's [team members](#), [senior management](#), and members of our [Board of Directors](#) ("Board") play critical roles in providing strategic direction for our responsible business practices. Implicit in this philosophy is the importance of sound corporate governance. GitLab's Board has fiduciary duties to GitLab and its shareholders. Our Board provides leadership, regular review, evaluation, and oversight—all in service of stakeholder interests.

GitLab's [Nominating and Corporate Governance Committee](#) charter tasks the committee with overseeing any programs relating to corporate responsibility and sustainability, including ESG matters. GitLab's Senior Director, ESG reports to the Chief Legal Officer & Head of Corporate Affairs weekly and GitLab's executive leadership as needed. The Nominating and Corporate Governance Committee meets at least twice a year and ESG topics are discussed with this committee as well as with the full Board as needed.



Handbook and Website Links

- Company Leadership
 - [Leadership](#)
 - [Board of Directors](#)
- Corporate Governance
 - [Corporate Governance Overview](#)
 - [Nominating and Corporate Governance Committee Charter](#)
- Business Ethics
 - [Code of Business Conduct and Ethics](#)
 - [Anti-Harassment Policy](#)
 - [Partner Code of Ethics](#)
 - [GitLab Modern Slavery Statement](#)

Information Security and Data Privacy

At GitLab, we know how much security and privacy matter to our customers and stakeholders. GitLab maintains a formal [Security Assurance](#) department responsible for monitoring and reporting on GitLab's compliance with various security frameworks and standards. For the most up-to-date list of current security frameworks, certifications, and instructions on obtaining assurance documentation, please reference GitLab's [Trust Center](#).

GitLab takes the security of our user's data seriously. We employ administrative, technical, and physical security controls where appropriate, to protect user information. For more information on our security practices, please see [Technical and Organizational Security Measures](#) for GitLab.com.

Responsible Product Development

GitLab's [product mission](#) is to consistently create products and experiences that users love and value. Responsible product development is integral to this mission. We are committed to secure and ethical operations as an organization and, beyond that, strive to set an example by empowering our wider GitLab [community](#) to build and work with the highest levels of security through our DevSecOps platform. Read more about our responsible product efforts in our [FY23 ESG Report](#).



Handbook Links

- [GitLab Trust Center](#)
 - [GitLab Customer Assurance Package](#)
 - [Security at GitLab](#)
 - [GitLab Security Certifications and Attestations](#)
 - [Security FAQs](#)
 - [GitLab Privacy Statement](#)

Measuring Results

Disclosing our progress through data aligns with our [transparency](#) and [results](#) values. We have a section in our Handbook devoted to [Key Performance Indicators \(KPIs\)](#) where we update our progress regularly. Every part of GitLab has KPIs linked to the company [objectives and key results \(OKRs\)](#). As we build our ESG strategy, we will continue to add and update relevant ESG KPIs to the Handbook. For more information on our ESG metrics, please see our [GRI disclosures](#), [SASB disclosures](#), and [performance data](#).

For more information on our ESG efforts please see our full [FY23 ESG Report](#) or contact ESG@GitLab.com.