

COUCHBASE, INC.**OVERVIEW OF COUCHBASE'S ANTI-HARASSMENT, BULLYING, DISCRIMINATION & RETALIATION POLICY**

Couchbase is committed to a work environment in which all are treated with respect and dignity. We believe that all have the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits unlawful behavior. Therefore, Couchbase expects that all working relationships will be business-like, and prohibit harassment, bullying, discrimination or retaliation including on the basis of race, religious creed including religious dress, grooming practices, color, gender, sexual orientation, gender identity and expression (including gender-related appearance and behavior), sex (including pregnancy, childbirth, breastfeeding, or related medical condition), age, national origin, ancestry, citizenship, physical or mental disability (including HIV/AIDS), medical condition (including cancer and genetic characteristics), military or veteran status, status as a victim of domestic violence, sexual assault, or stalking, genetic information, marital or registered domestic partnership status, or any other protected classification, in accordance with applicable federal, country-specific, state, and local laws. Our policy addresses more information, including how to report any concerns and how the Couchbase responds to complaints.