



# Modern Slavery Act Statement

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Netskope believes that forced labor has no place in our society, and therefore upholds the fundamental rights of dignity and respect for anyone working with or for Netskope in this regard. Netskope is clear on its prohibition on human trafficking and involuntary labor. Netskope is committed to working with our partners and vendors to further this ideal.

## Our Business

Netskope is a cybersecurity software-as-a-service provider, specializing in network security to help organizations protect data. Netskope is headquartered in Santa Clara, California, with various operations globally.

This statement covers all Netskope entities.

## Internal Operations

Netskope understands that slavery, forced labor and child labor are a risk for any supply chain. Netskope also understands that verification of labor practices is important to mitigate that risk. Netskope upholds the United Nations Global Compact and the protection of internationally proclaimed human rights and labor standards. This applies to all workers: temporary, migrant, student, contract, direct employees and any other type.

Netskope has implemented a Labor and Human Rights Policy that covers the goals and principles concerning employee wellbeing, working conditions and human rights.

## Supply Chain

Netskope has implemented a Global Supplier Code of Business Conduct that requires our suppliers to adhere to the following labor standards:

- 1) strictly prohibiting human trafficking
- 2) ensuring all employment or services are freely chosen
- 3) strictly prohibiting child labor
- 4) ensuring workweeks are not excessive and in compliance with local law
- 5) compensation is paid in accordance with local law
- 6) ensuring there is no harsh or inhumane treatment of its workers
- 7) ensuring a workforce free of harassment and unlawful discrimination
- 8) in conformance with local law, all workers shall be provided freedom of association
- 9) implementation of an occupational health and safety program
- 10) implementation of a grievance mechanism to allow workers to report concerns



Netskope has implemented a Sustainable Procurement Policy that guides the procurement operations to ensure that business is conducted with partners that respect high ethical standards.

Due diligence includes an annual survey including questions related to labor practices and policies. The survey allows us to gather information on our suppliers' activities and monitor their activities to ensure they offer a good working environment and respect of human rights.

In addition, Netskope offers the procurement team a Sustainable Procurement training to ensure they have the right knowledge on the human rights issues that might occur in the supply chain and the actions in place to reduce the risk of working with unreliable suppliers.