



Varonis - Modern Slavery Statement

Introduction

Varonis group of companies is committed to preventing modern slavery and human trafficking in all its forms. This statement outlines the steps we have taken to ensure that modern slavery is not taking place in our operations and supply chains.

Varonis Business

Varonis is a pioneer in data security and analytics, providing innovative solutions globally.

Varonis focuses on protecting enterprise data on premises and in the cloud: sensitive files and emails; confidential customer, patient and employee data; financial records; strategic and product plans; and other intellectual property.

Varonis' Data Security Platform detects insider threats and cyberattacks by analyzing data, account activity and user behaviour; prevents and limits disaster by locking down sensitive and stale data; and efficiently sustains a secure state with automation. With a focus on data security, Varonis serves a variety of use cases including governance, compliance, classification, and threat analytics.

Varonis customers are comprised of industry leaders in many sectors including technology, consumer, retail, financial services, healthcare, manufacturing, energy, media, and education.

Varonis Structure

Varonis Systems, Inc. is incorporated under the laws of the State of Delaware in the United States and has twelve wholly-owned subsidiaries around the world, including in UK and Australia, whose main operation is in sales and distribution of Varonis products in the local market.

Varonis Policies

Varonis recognizes the importance of conducting its business ethically and with respect for human rights.

Varonis has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all its business dealings and relationships.

Varonis policies reflect its commitment to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in its business or supply chains.

Varonis Workforce

As a software company, Varonis' direct workforce predominantly consists of professionally qualified and/or highly skilled employees, independent contractors and outsource employees, whose

engagements are governed by formal written contracts that comply with local legislation and even exceed the minimal requirements and protected rights. Additionally, such engagements are overseen by experienced human resources professionals. Therefore, given the nature of the workforce in all Varonis locations, the high degree of control Varonis has over its business operations, and the centralised human resources and procurement functions, the risk of modern slavery in Varonis operations is low.

Supply Chain

Varonis' main categories of global spending relate to software licences and SaaS storage, professional/consulting services (such as, tax, audit, legal and security advice) and office leases and facilities utilities and services (such as cleaning, security and catering).

As evident from the above, Varonis' supply chain presents very low risk of modern slavery, in light of the nature of its business and its suppliers. However, Varonis is committed to working collaboratively with its suppliers to address and mitigate any risks, if they arise, and Varonis expects its suppliers to share its commitment to ethical and responsible business practices.

Reporting Concerns

Varonis encourages the reporting of any concerns related to modern slavery, whether related to its operations or supply chain. Varonis established clear channels for reporting, and all concerns will be thoroughly investigated.

UK Modern Slavery Act 2015

In compliance with the UK Modern Slavery Act 2015, Varonis is committed to publishing an annual statement outlining the steps taken to address modern slavery risks in its operations and supply chain.

Australian Modern Slavery Act 2018

Although not required under Australian Modern Slavery Act 2018, Varonis is committed to publishing its actions to address modern slavery risks in its operations and supply chain annually.

Future Steps

Varonis is committed to continuously improving its efforts to combat modern slavery. Varonis will regularly review and update its policies and procedures to ensure their effectiveness.