

Statement on the Prevention of Modern Slavery and Human Trafficking
(As of February 1, 2025)

Splunk is committed to the purpose and principles of the UK Modern Slavery Act 2015 (the “Act”). Splunk strives to maintain the highest ethical standards of conduct and corporate responsibility.

Splunk maintains a program of actions and policies, as further described below, that aim to prevent modern slavery, and this program applies to Splunk employees, suppliers, partners, and others through whom Splunk conducts business.

Splunk Code of Business Conduct and Ethics

In Splunk’s last fiscal year, Splunk’s employees globally reaffirmed their commitment to and compliance with our [Code of Business Conduct and Ethics](#) (the “Code of Conduct”). The Code of Conduct states Splunk’s expectation that all employees, suppliers, and business partners are committed to upholding the fundamental human rights of others.

Anti-Slavery Training

During Splunk’s last fiscal year, we rolled out a training regarding human rights issues that is mandatory for our procurement teams.

Policy Expectations for Global Suppliers

Splunk suppliers are subject to the [Supplier Code of Conduct](#) (“Supplier Code”).

Pursuant to the Supplier Code, Splunk requires that suppliers must employ all workers on a voluntary basis free from any threat of violence, threats of criminal penalty, and restrictions on personal freedom of movement. Further, Splunk requires that suppliers must not use recruitment fees for workers and suppliers must not use any prison, slave, bonded, forced labor, trafficked individuals, indentured, or debt induced labor, or engage in any other forms of compulsory labor, or any other forms of slavery or human trafficking.

Splunk’s Supplier Code also indicates that support for or engagement in any form of human trafficking or involuntary labor is prohibited.

All suppliers are expected to monitor their own compliance with this Supplier Code, and we may from time to time require that suppliers undertake a review of activities covered by the

Supplier Code. We also expect our suppliers to provide us with responses to reasonable requests for relevant information.

Downstream Monitoring

Suppliers are expected to perform effective monitoring and due diligence procedures for downstream third parties, subcontractors, and other supply chain participants to ensure that the Supplier Code is adhered to in the supplier's supply chain.

In addition:

- We contractually require our suppliers to comply with all applicable laws.
- Suppliers undergo a due diligence background check conducted by a third party, to the extent permitted under applicable law.

Acquired Businesses

We review any organization that we acquire and use a third-party service to perform due diligence background checks on such organizations.

As we expand our business activities and work with suppliers domestically and globally, Splunk remains committed to the protection of internationally recognised human rights as set out in international human rights treaties and conventions.

Splunk's Acquisition by Cisco

Cisco Systems, Inc. completed its acquisition of Splunk Inc. in March 2024. Cisco is currently working to integrate Splunk Inc. into its company-wide anti-modern slavery program.

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