

The Imperva logo is positioned in the top left corner of the page. It consists of the word "imperva" in a lowercase, bold, sans-serif font. The background of the entire page is a vibrant, abstract graphic with a color gradient from light blue on the left to purple on the right. This background is overlaid with a series of white, curved, parallel lines that create a sense of depth and movement, resembling a stylized architectural structure or a modern landscape.

imperva

FINANCIAL YEAR 2022

Imperva Modern Slavery Statement

LETTER FROM

Pam Murphy

Customers around the world rely on Imperva to protect their data and all paths to it. This is a critical responsibility that requires the commitment of all Impervians. Our culture is guided by the Imperva Values and Imperva Code of Conduct, which are aligned with our business practices and policies.

An important aspect of the Imperva Values is respecting the dignity and autonomy of every individual. We work to embed consideration for human rights in all of our business operations through our Human Rights and Labor Standards Policy.

As we look ahead, we are engaging with our suppliers, partners, and other business partners to ensure that everyone working to support our future respects human dignity and autonomy. As global citizens, we have a duty to champion the rights of every individual and positively influence the future.

We firmly believe that our actions today can spark long-lasting change in the communities around the world where we do business. Thank you for supporting us in this work.



Pam Murphy,
CEO

About Imperva

Established in 2002, Imperva is the comprehensive digital security leader on a mission to help organizations protect their data and all paths to it. Imperva protects all digital experiences, from business logic to APIs, microservices, and the data layer, and from vulnerable, legacy environments to cloud-first organizations.

Customers around the world trust Imperva to protect their applications, data, and websites from cyber attacks. With an integrated approach combining edge, application security, and data security, Imperva protects companies ranging from cloud-native start-ups to global multinationals with hybrid infrastructure. Imperva Threat Research and our global intelligence community keep Imperva ahead of the threat landscape and seamlessly integrate the latest security, privacy, and compliance expertise into our solutions.

Imperva is headquartered in the United States and has offices throughout the world. Imperva is privately held and employs approximately 1400 people worldwide.

OUR IMPERVA VALUES

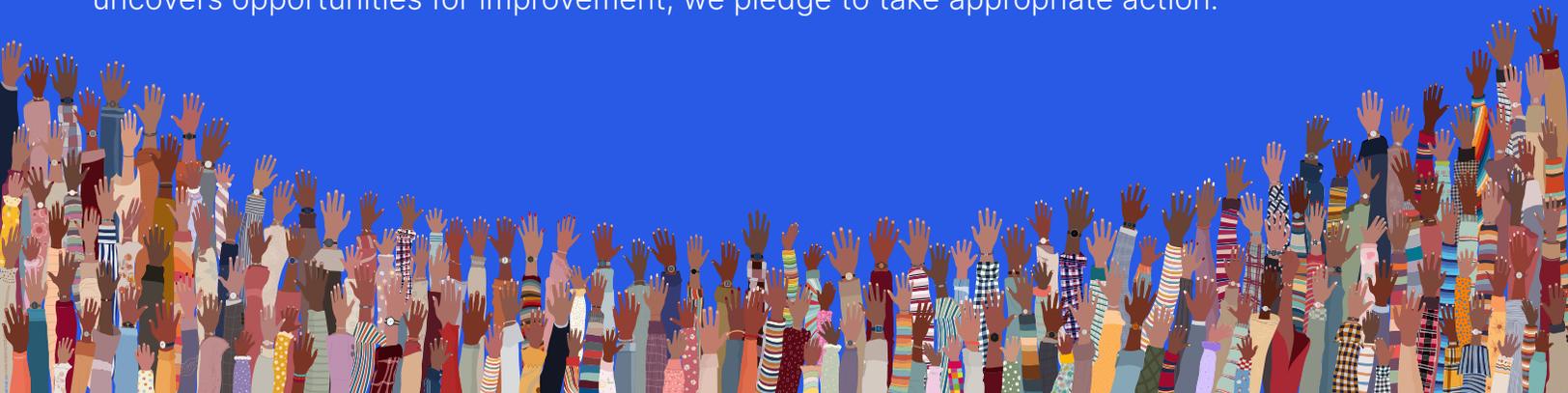
Innovation. Customer obsession.
Sense of urgency. Collaboration. Community.

Our approach to human rights

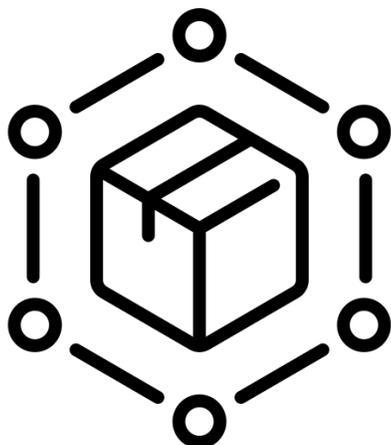
At Imperva, we act in accordance not just with all applicable laws but with the highest ethical standards. Our human rights governance is led by our CEO and supported by our Executive Leadership Team.

To effectively manage forced labor risks, we are applying a geographic risk-based approach. In 2022, we renewed our commitment to the individual rights of all workers by introducing an improved Human Rights and Labor Standards Policy. In 2023, we will be working to identify countries on which we will focus because laws or market forces in those countries leave workers at greater risk of exploitation.

We are strengthening our program with the goal of preventing those conditions wherever possible. Imperva is committed to investigating suspected abuses of human rights which are alleged to have occurred in connection with our business operations. If an investigation uncovers opportunities for improvement, we pledge to take appropriate action.



Our supply chain



While Imperva primarily sells software and software as a service, our WAF and DAM Gateway products can be delivered as part of a physical appliance. Imperva purchases these general purpose network appliance hardware products from distributors. The hardware products are manufactured by and purchased from original equipment manufacturers in the United States and Taiwan. The components for the hardware are sourced from various suppliers globally, and are where we anticipate the greatest risk to human rights.

How We Conduct Business

Avoiding Human Slavery

At Imperva, we lead with kindness and act with intent to create meaningful change and long-lasting relationships in the communities where we work and live. Creating meaningful change requires us to work with business partners who share our respect for human rights.

As part of our supplier qualification process, Imperva requires candidate suppliers to complete an onboarding questionnaire to evaluate supplier compliance with applicable laws, rules, and regulations. For our channel partner network, Imperva engages a due diligence provider to monitor for unlawful activity, including modern slavery and human trafficking.

Looking to the future, we are working to identify our highest risk operations and geographies to develop a targeted plan of action that enables us to focus our preventive efforts where they can have the greatest impact.

Each of us must:

- Respect fundamental human rights.
- Follow the requirements of Imperva's Human Rights and Labor Standards Policy.
- Report suspected violations of Imperva's Code of Conduct or policies ([Imperva Compliance Hotline](#)).

What we're working on:

Refreshing out of date policies

Targeted employee training for procurement to help identify risks early in the vendor lifecycle

Assessing local laws where we do business to identify areas of higher risk

Evaluating additional opportunities for diligence of partners and vendors

Training for Impervians tasked with investigating complaints

Awareness campaigns to encourage suspected violations of Imperva's Code of Conduct and policies

Reporting Suspected Violations

Imperva urges anyone to report potential improprieties without regard to the position or seniority of the individual(s) involved. Reports may be made anonymously, and proactively preventing problems is part of Imperva's culture.

Anyone with a concern is invited to report their concern to Imperva's Chief Compliance Officer in one of the following ways:



On the Web:
[Imperva's Compliance Hotline](#)



By Phone:
+1 800.461.9330

By mail:

Imperva, Inc.
One Curiosity Way, suite 203
San Mateo, CA 94033
United States of America
Attention: Chief Compliance
Officer

Conclusion

We are committed to upholding the highest standards to ensure we maintain the trust of our customers and partners globally. We believe our efforts to prevent human trafficking and slavery play a vital role in caring for our people and planet. Incorporating responsible social strategies and governance policies strengthens our company performance, benefits the cybersecurity industry in a positive way, and enables every Impervian to do their best work.

This Statement has been approved by the Board of Imperva, Inc. and applies to all Imperva group companies.

