

Suppliers Code of Conduct

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.

The Imperva Supplier Code of Conduct outlines the expectations Imperva has of its suppliers. A “Supplier” is any business, company, or other entity that provides or seeks to provide goods or services to Imperva. For the purposes of the Supplier Code of Conduct, Suppliers include Imperva partners.

Compliance with applicable laws

Supplier shall comply with laws and regulations applicable to it and its relationship with Imperva. To the extent that the Supplier Code of Conduct conflicts with an applicable agreement between Imperva and a Supplier, the terms which are more prescriptive shall control. If the Supplier Code of Conduct in some way conflicts with applicable law, Supplier shall comply with applicable law.

Human rights

At Imperva we seek to treat all individuals fairly and create an inclusive environment. We respect human and labor rights standards, through our commitment to the principles of the Universal Declaration of Human Rights and all local laws where we do business. In addition, our policies, procedures and practices align with the United Nations Global Compact (“UNGC”) principles and International Labour Organization (“ILO”) Conventions. We stand against discrimination, child labor, slavery, human trafficking, forced labor, and any form of physical punishment or abuse.

Diversity and inclusion

Imperva is committed to fostering and preserving a culture of diversity, equity, and inclusion. The collective sum of our employees’ individual differences, life experiences, self-expression, and raw talent directly influences our culture, reputation, our customers’ success, and our business performance. We celebrate and encourage our employees’ differences in age, color, disability, ethnicity,

family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make Impervians unique. Suppliers are responsible for implementing their own diversity, equity, and inclusion programs in line with these values.

Anti-slavery and human trafficking

Imperva is committed to eliminating slavery and human trafficking in its supply chain. Modern slavery is a crime and is a violation of human rights. Suppliers are responsible for ensuring that all employment is voluntary and in compliance with local laws.

Privacy

At Imperva, we believe that privacy is a fundamental human right. We expect our Suppliers to implement policies and procedures that embody the values set forth in Article 12 of the Universal Declaration of Human Rights.

Conflicts of interest

A conflict of interest arises when a Supplier's judgment, decisions, or actions in the context of the Supplier's relationship with Imperva may be compromised due to a competing interest of Supplier or Supplier's employees or agents. It may occur when an employee or a family member or a friend receives a personal benefit as a result of a business transaction between a Supplier and Imperva. Suppliers are required to disclose any activities that have a potential to create an actual or perceived conflict of interest by emailing the Imperva Ethics & Compliance team at ethics.compliance@imperva.com. Supplier shall address any actual or perceived conflict of interest as directed by Imperva.

Gifts, meals, and entertainment

Imperva employees are prohibited from accepting anything other than modest gifts, meals, and entertainment from suppliers. Gifts of cash or cash equivalents, such as gift cards, are prohibited. Ordinary business meals and small tokens of appreciation are generally fine, while expensive gifts and travel are not.

Reporting

Anyone who has a concern about a potential violation of the Supplier Code of Conduct is encouraged to report their concern to the Imperva Ethics & Compliance team at thales.integrityline.org. Imperva will not tolerate retaliation against anyone, who in good faith, reports a concern or cooperates with the investigation of an allegation, even when the allegation is later found to be unsubstantiated.