

Imperva, Inc.
UK Modern Slavery Act
Transparency Statement

The UK Modern Slavery Act 2015 requires that any commercial organization in any sector, which supplies goods or services, carries on a business or part of a business in the UK, and is above a specified total turnover must produce a slavery and human trafficking transparency statement for each financial year of the organization. The transparency statement must include the steps the organization has taken during the financial year to ensure that slavery and human trafficking is not taking place in any of its supply chains, and in any part of its own business.

Imperva, Inc. and its subsidiaries (“Imperva,” “we” or “our”) are opposed to all forms of human trafficking, slavery, servitude, forced or compulsory labor and all other trafficking-related activities. We are committed to (i) fully complying with all applicable labor and employment laws, rules and regulations, and (ii) working to mitigate the risk of human trafficking in our business and supply chains. This Transparency Statement is provided to comply with the UK Modern Slavery Act.

Imperva is a leading provider of cyber security solutions that protect business-critical data and applications. Imperva’s products enable organizations to discover assets and risks, prevent application attacks, protect information wherever it lives – in the cloud and on-premises – and comply with regulations. The Imperva Defense Center, a research team comprised of some of the world’s leading experts in data and application security, continually enhances Imperva products with up-to-the-minute threat intelligence, and publishes reports that provide insight and guidance on the latest threats and how to mitigate them.

Imperva is incorporated in Delaware with headquarters in Redwood Shores, California and offices in Los Angeles, Texas, Israel, Belfast, Japan, Singapore, Australia, and the United Kingdom. Imperva is a privately held company and employs approximately 1,000 people worldwide.

While Imperva primarily sells software and software-as-a-service, its data security gateway, WAF gateway and data activity monitoring products can be delivered as part of a physical appliance. Imperva purchases these general purpose network appliance hardware products from value-added distributors who embed the Imperva software in the hardware products on Imperva’s behalf. The hardware products are manufactured by and purchased from original design manufacturers in Taiwan that source hardware components for such products from various suppliers.

Imperva’s Code of Business Conduct and Ethics, Legal Compliance Policy and Whistleblower and Complaint Policy (the “Policies”) require compliance by employees, agents and contractors with laws, rules and regulations, including employment- and labor-related laws, rules and regulations. These Policies include reporting procedures and accountability provisions, and provide for protection against retaliation for those making a report. Imperva provides training to all employees regarding its Policies. In addition, it enters into written agreements with all employees setting forth the terms and conditions of employment, has established global and local human resources policies, and provides employees with employee handbooks that describe certain of those terms and conditions and policies. Imperva’s relevant policies, its employment agreements, its employee handbook and its relevant training programs provide a means for Imperva to convey to its employees the requirement to comply with applicable laws, rules and regulations, and a means for Imperva to obtain assent to this requirement from such personnel.

If Imperva becomes aware of a violation of its Policies, Imperva will reasonably investigate the matter and take appropriate action. Furthermore, if Imperva becomes aware that laws, rules or regulations have been violated, Imperva will cooperate fully with the appropriate authorities.

As part of its supplier qualification process, Imperva requires candidate suppliers to complete an onboarding questionnaire to, among other things, evaluate supplier compliance with applicable laws, rules and regulations. In addition, Imperva's standard supplier agreements obligate suppliers to adhere to applicable laws, rules and regulations. Imperva periodically conducts additional due diligence with respect to its value-added distributors by requesting that such distributors describe the steps they are taking to eradicate slavery and human trafficking from their operations and supply chains. Imperva's vendor qualification process, standard vendor agreements and vendor due diligence process enhance Imperva's ability to assess and manage the risk of slavery and human trafficking in Imperva's supply chain.

SIGNATURE

Imperva has duly caused this Transparency Statement to be signed on its behalf by the undersigned director as of February 19, 2020.

Imperva, Inc.

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Pam Murphy
President and Chief Executive Officer & Director