



Imperva, Inc.
UK Modern Slavery Act Transparency Statement
For Financial Year 2020

Imperva, Inc. and its subsidiaries (“Imperva,” “we” or “our”) believe in the dignity and autonomy of every human. We 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 2015.

Our Business

Imperva was established in 2002 and 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 the State of Delaware in the United States. Its headquarters is located in San Mateo, California, and it has offices in the United States, Canada, Dubai, India, Israel, Mexico, Northern Ireland, Japan, Singapore, Sweden, Australia, and the United Kingdom. Imperva is a privately held company and employs approximately 1,300 people worldwide.

Supplier Diligence

While Imperva primarily sells software and software-as-a-service, its WAF and DAM Gateway 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 the United States and Taiwan that source hardware components for such products from various suppliers worldwide.

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 supplier qualification process, standard supplier agreements and supplier due diligence process enhance Imperva’s ability to assess and manage the risk of slavery and human trafficking in Imperva’s supply chain.

Compliance Training and Reporting

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 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 conducts an annual review and evaluation of all employee compensation to ensure that each person is paid a living wage at a minimum. 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.

SIGNATURE

This statement is made under section 54(1), Part 6 of the UK Modern Slavery Act 2015 for the financial year ended December 31, 2020. This statement has been approved by Imperva's Board of Directors. It applies to all entities within Imperva's group of companies, and will be reviewed every year.

Imperva has duly caused this Transparency Statement to be signed on its behalf by the undersigned director as of June 18, 2021, by:

Pam Murphy, Chief Executive Officer