

# Palo Alto Networks Human Trafficking & Anti-Slavery Statement

At Palo Alto Networks, our vision is a world where each day is safer and more secure than the one before. That concept extends to everything we do. Human Rights and worker dignity are core beliefs at Palo Alto Networks. We are committed to ensuring that our supply chain is free from any kind of forced or indentured labor or human trafficking.

We believe that upholding the human rights of workers, and treating them with dignity and respect is a fundamental responsibility of all good corporate citizens with whom we do business.

## Organization

Palo Alto Networks is headquartered in Santa Clara, CA. We provide cybersecurity software services as well as an industry leading line of security hardware. Our hardware supply chain is sourced from electronics suppliers around the globe.

This statement covers all Palo Alto Networks global entities, including Palo Alto Networks (UK) Ltd and Palo Alto Networks Australia whose boards have approved this statement.

## Policies

As part of an industry with a global supply chain, we recognize that slavery, forced labor and child labor are a risk and could happen at any step in the process from minerals extraction to assembly. The risk is greatest where no action is taken to verify labor practices throughout the layers of our complex supply chains.

Palo Alto Networks supports the United Nations Global Compact and the protection of internationally proclaimed human rights and labor standards. It applies to all workers including temporary, migrant, student, contract, direct employees and any other type of worker. To help further our commitment, Palo Alto Networks is an Affiliate Member of the Responsible Business Alliance (RBA) and we adhere to the RBA Code of Conduct. We require our supply chain to support this goal.

Palo Alto Networks has implemented a Global Supplier Code of Business Conduct that requires our suppliers to adhere to the following labor standards:

- 1) strictly prohibiting human trafficking
- 2) ensuring all employment or services are freely chosen
- 3) strictly prohibiting child labor
- 4) ensuring workweeks are not excessive and in compliance with local law;
- 5) compensation is paid in accordance with local law
- 6) ensuring there is no harsh or inhumane treatment of its workers
- 7) ensuring a workforce free of harassment and unlawful discrimination
- 8) in conformance with local law, all workers shall be provided freedom of association

9) implementation of an occupational health and safety program

10) implementation of a grievance mechanism to allow workers to report concerns

## Due diligence processes

Our due diligence process includes an annual survey including questions related to labor practices and policies. We plan to enhance these internal procedures using tools and assessments provided by the RBA.

## Risk assessment and management

Palo Alto Networks takes a risk based approach based on sector and geographic location.