



## Varonis (UK) Limited - Modern Slavery Statement

### About Varonis

Varonis (UK) Limited is part of the Varonis group.

Varonis is a pioneer in data security and analytics. Varonis focuses on protecting enterprise data on premises and in the cloud: sensitive files and emails; confidential customer, patient and employee data; financial records; strategic and product plans; and other intellectual property. Varonis' Data Security Platform detects insider threats and cyberattacks by analysing data, account activity and user behaviour; prevents and limits disaster by locking down sensitive and stale data; and efficiently sustains a secure state with automation.

With a focus on data security, Varonis serves a variety of use cases including governance, compliance, classification, and threat analytics. Its customers are comprised of industry leaders in many sectors including technology, consumer, retail, financial services, healthcare, manufacturing, energy, media, and education.

### Values

Varonis (UK) Limited is committed to taking steps to ensure that slavery and human trafficking is not taking place within its business or its supply chain. The business operates under a Code of Business Conduct and Ethics (the "Code"), and Varonis expects its employees, suppliers and contractors to accord with the Code.

### Supply Chain

Varonis (UK) Limited recognises that each of its suppliers/contractors has its own supply chain and that each level in the supply chain is responsible for ensuring compliance with applicable laws and regulations. The focus therefore is on Varonis (UK) Limited's own direct suppliers/contractors. However, Varonis (UK) Limited encourages its suppliers/contractors to share its expectations throughout their own supply chains.

### Policies

Varonis (UK) Limited has a whistleblowing hotline and a number of policies already in place designed to reflect our commitment to responsible, sustainable and ethical business. These include, but are not limited to:

- Employment and labour practices and policies that include matters relating to diversity and equal opportunities;
- Code of Business Conduct and Ethics;
- Anti-Corruption Compliance; and
- Social Responsibility.

This Statement is made pursuant to Section 54 (a) of the Modern Slavery Act 2015 and constitutes Varonis (UK) Limited's modern slavery and human trafficking statement for the financial year ending December 31, 2023.

Signed by

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*Guy Melamed*  
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**Guy Melamed**

**Director**

**For and on behalf of Varonis (UK) Limited**