Varonis - Modern Slavery Statement

Last updated: July 2026

Introduction

Varonis group of companies is committed to conducting its business in an ethical, lawful and responsible manner, including by taking appropriate steps to help prevent modern slavery and human trafficking in its operations and supply chains. This statement describes, at a high level, the approach adopted by Varonis to identify, assess and address modern slavery risks in a manner proportionate to the nature, scale and complexity of its business.

Varonis Business

Varonis is a pioneer in data security and analytics, providing innovative solutions globally.

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 analyzing 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.

Varonis customers are comprised of industry leaders in many sectors including technology, consumer, retail, financial services, healthcare, manufacturing, energy, media, and education.

Varonis Structure

Varonis Systems, Inc. is incorporated under the laws of the State of Delaware in the United States and operates through wholly-owned subsidiaries around the world, including in the UK and Australia. The group's principal business activities relate to the development, sale and distribution of data security products and related services in local markets. Varonis maintains centralised oversight of key corporate functions, including human resources, legal, compliance and procurement, which supports a consistent approach to ethical business practices across the group.

Varonis Policies

Varonis recognizes the importance of conducting its business ethically, responsibly and with respect for human rights. Varonis' internal policies and business practices are intended to promote lawful conduct, professional integrity, fair treatment and accountability throughout its organization.

Varonis has a zero-tolerance approach to modern slavery and human trafficking and is committed to acting ethically and with integrity in its business dealings and relationships. Varonis expects those who work with or on behalf of Varonis to conduct business in a manner that is consistent with these

principles and with applicable legal and professional standards.

Varonis' policies and procedures reflect its commitment to maintaining appropriate systems and controls designed to support ethical conduct and responsible sourcing. These controls include, as appropriate, contractual requirements, internal review processes, oversight by relevant corporate functions and mechanisms for raising concerns. Varonis seeks to apply these measures in a proportionate manner, taking into account the nature of its business, the type of supplier relationship and the level of risk identified.

Given the nature of Varonis' workforce, the professional character of the services performed, the degree of oversight Varonis maintains over its operations, and the centralised support provided by its human resources and procurement functions, Varonis considers the risk of modern slavery within its direct operations to be low. Varonis nevertheless remains attentive to the need to maintain appropriate controls and to review its practices from time to time.

Varonis Workforce

As a software company, Varonis' direct workforce predominantly consists of professionally qualified and/or highly skilled employees, independent contractors and outsourced personnel. The engagements are generally governed by formal written agreements, supported by established onboarding and human resources processes, and subject to applicable employment, labour and workplace requirements in the relevant jurisdictions.

Outsourced and contracted personnel engaged in connection with Varonis' business are generally experienced professionals providing technology, business, administrative or other professional services, and are typically located in jurisdictions with developed employment, labour and workplace protection frameworks. Varonis' agreements with outsourcing providers are intended to support lawful and responsible engagement practices and to help ensure that personnel providing services in connection with Varonis' business are treated in accordance with applicable legal and contractual protections.

Supply Chain

Varonis' main categories of global spending relate to software licences and SaaS storage, professional and consulting services, including tax, audit, legal and security advice, and office leases, facilities, utilities and related workplace services, such as cleaning, security and catering. Varonis generally engages suppliers that provide professional, technology or business support services rather than suppliers involved in manufacturing, raw materials extraction or other sectors typically associated with higher modern slavery exposure.

Based on the nature of Varonis' business and supply chain, Varonis considers its overall exposure to modern slavery risk to be low. Varonis may consider relevant factors such as the nature of the services provided, the location of performance, the type of supplier relationship, the criticality of the supplier and the extent of Varonis' interaction with the supplier when assessing whether any additional review or oversight is appropriate. Varonis is committed to working collaboratively with its suppliers to address concerns that may arise and expects its suppliers to share its commitment to ethical, lawful and responsible business practices.

Due Diligence and Risk Management

Varonis' approach to modern slavery risk management is proportionate to its business model and the nature of its supplier relationships. Where appropriate, Varonis may rely on supplier onboarding

processes, contractual terms, internal review, escalation to relevant corporate functions and other reasonable measures designed to support ethical and responsible business conduct. Varonis does not knowingly engage with suppliers or business partners where it identifies conduct that is inconsistent with its commitment to preventing modern slavery and human trafficking.

Reporting Concerns

Varonis encourages the reporting of any concerns related to modern slavery, whether connected to its operations or supply chain. Varonis maintains channels for raising concerns and expects reported concerns to be reviewed and addressed in an appropriate manner, taking into account the nature of the allegation, the information available and the relevant circumstances.

Future Steps

Varonis is committed to the ongoing review and improvement of its approach to modern slavery risk management. Varonis will continue to consider whether updates to its policies, procedures, supplier engagement processes, training and internal controls are appropriate in light of its business activities, operational footprint and supply chain profile. Varonis may also consider the effectiveness of its approach by reference to matters such as reported concerns, supplier engagement, internal review outcomes and the continued operation of relevant governance processes.