



## Modern Slavery Act 2015 Statement

Druva, a company that enables cyber, data and operational resilience for global organizations, is headquartered in California and operates through companies in the USA, UK, Ireland, Germany, Japan, India and Singapore.

Druva believes there is no place in today's world for forced, fraud, or coerced labor and condemns it in all of its forms: Human trafficking, slavery, servitude, forced or compulsory labour and any other trafficking-related activities.

Our business is committed to ensuring our employees, partners and customers are treated with fundamental dignity and respect. We are committed to complying with applicable employment and labour laws and ensuring we only transact with reputable businesses within our supply chain that follow these same principles.

Druva's employees are not considered to be vulnerable to slavery, forced labour or human trafficking, and Druva commits to fair and safe working practices and complies with all relevant employment laws and regulations.

We operate a robust recruitment process (including eligibility to work checks) and have policies to ensure that we maintain a safe and open working environment free from discrimination, harassment and intimidation, together with policies (e.g., a "Raising Concerns Policy" in the UK), and related reporting facilities, that enable employees to voice concerns about any aspect of Druva's dealings.

Druva suppliers mainly consist of those who support the daily running of our business, including data centre providers, facility management (e.g., building landlords, building maintenance), and IT services (e.g., equipment and services).

Our Vendor Management Policy covers initial engagements and renewals with suppliers and includes business case and security risk assessments.

Druva strives to continually assess and improve its operational practices and procedures including those of relevance to the matters referenced above.

Druva did not receive any reports of instances of modern slavery or human trafficking in the financial year ending 31 March 2023.

This statement has been published on behalf of Druva Holdings, Inc. together with all its subsidiaries<sup>[1]</sup> and any reference to "Druva" includes these entities.

The Board of Druva Holdings, Inc. has overall responsibility for ensuring that Druva, and all people working for Druva, comply with our legal and ethical obligations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and was approved by Druva Holdings Inc.'s Board on 2 August 2023.

A handwritten signature in blue ink, appearing to read "M.B. Gustafson", is written over a horizontal line.

Michael B. Gustafson, Chairman of the Board  
For and on behalf of Druva Holdings, Inc.  
2 August 2023

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<sup>[1]</sup> Druva, Inc., sfApex, LLC, Druva Europe Limited, Silver Lining Cloud Consulting Ltd., Druva GmbH, Druva Goda Kaisha, Druva Data Solutions Pvt. Ltd., Druva Software Pvt. Ltd. and Druva Singapore Pte. Ltd.